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Technical Report 968

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Family Adjustment to Relocation

Gerald M. Croan, Carole T. LeVine,
and David A. Blankinship

Caliber Associates

November 1992

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<p>This report examines the impact of relocation on soldiers and their families and the role of Army programs in relocation adjustment. The data for the report are from an Armywide survey of a probability sample of 11,035 soldiers in 528 active component Army units and 3,277 Army spouses conducted in 1989. The report examines</p> <ul style="list-style-type: none"> • The impact of relocation on families with differing characteristics and circumstances, including marital status, number of children, age of children, type of move, location and timing of move, and cumulative number of moves; and • The use and perceived usefulness of Army programs by soldiers and families. 			
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Technical Report 968

Family Adjustment to Relocation

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FOREWORD

The Army Family Research Program (AFRP) is a multiyear, integrated research program started in November 1986 in response to research mandated by the CSA White Paper, 1983: The Army Family and subsequently The Army Family Action Plans (1984-present). The objective of the research is to support the Army Family Action Plans through research products that will (1) determine the demographic characteristics of Army families, (2) identify positive motivators and negative detractors to soldiers remaining in the Army, (3) develop pilot programs to improve family adaptation to Army life, and (4) increase operational readiness.

The research is being conducted by the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) with the assistance of Research Triangle Institute, Caliber Associates, HumRRO, and Decision Science Consortium, Inc. It is funded by Army research and development funds set aside for this purpose under Management Decision Package (1U6S). This report was briefed to the U.S. Army Community and Family Support Center (CFSC) and a panel of Army personnel who specialize in relocation on 8 February 1991.

This report presents the results of analyses of relocation adjustment demands experienced by soldiers and families and of policies and programs that help moderate the effects of these demands. The findings presented in this report will be useful to Army leadership and service providers at all levels in implementing and planning relocation policies.



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We would also like to acknowledge D. Bruce Bell and Jackie Scarville of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) for their assistance in this report. Their insightful reviews of the analysis plans, initial findings, and draft reports helped to shape the final document.

Finally, we acknowledge the contribution of the soldiers and families who participated in the Army Family Research Program (AFRP) survey. Their willingness to participate and the thoughtful responses they provided were crucial to the success of this effort.

FAMILY ADJUSTMENT TO RELOCATION

EXECUTIVE SUMMARY

Research Requirement:

The purpose of this research is to examine the impact of relocation on soldiers and families as part of the Army Family Research Program (AFRP), a research effort to provide information about the partnership between soldiers, their families, and the Army. Army families move frequently. On the average, soldiers receive Permanent Change of Station (PCS) orders about every 3 years. These moves can be a positive or negative experience for the family. Relocations provide families with the opportunity to meet new people and discover new cultures. The moves can also be very stressful and disruptive to family life. Research is needed to determine more precisely how relocations affect families under differing circumstances so that the Army can strengthen its relocation support services and policies and better target them to those with the greatest needs.

Procedure:

This report is based on survey responses from a probability sample of 11,035 soldiers and 3,277 Army spouses serving in 528 active component Army units in 34 geographical locations in the Continental United States (CONUS) and outside the Continental United States (OCONUS). Among these soldiers, 8,976 reported that they had had one or more PCS. Responses from this group of soldiers form the basis for the soldier findings described in this report. In addition, 2,515 spouse surveys were matched with the soldier survey. These responses formed a data base for analysis of families who had a PCS at least once. All analyses were completed using SUDAAN software. The report is primarily descriptive in nature.

Findings:

The findings shed light on the nature and extent of relocation problems, groups most at risk, and the use and usefulness of Army relocation assistance services.

The findings on the nature and extent of relocation problems indicate that

- Roughly a third of all soldiers experienced problems with moving, finding permanent housing, and setting up the household.

- Almost half of soldiers reported problems with costs incurred.
- Almost a third reported waiting 5 months or longer for permanent housing.

The data also suggest that the severity of problems experienced during relocation may be related to families' longterm success in adapting to the Army lifestyle.

The findings on groups at risk indicate that

- Soldiers with a spouse and/or child are three times more likely than singles to experience logistical problems with their move.
- Families with more children and children 3 years of age and older are more likely to report problems with costs and child adjustment.
- Soldiers and families moving to Europe report problems more often than those moving to CONUS or other OCONUS locations.

Key findings on relocation assistance services include

- Soldiers and families whose preferences of location and timing are met are much less likely to experience relocation problems.
- Receiving pre- and post-move information appears to reduce significantly the likelihood of relocation problems.
- Most soldiers and spouses did not use or have available to them many potentially useful relocation services. For example, only 30% of senior enlisted soldiers reported using sponsorship assistance; only a third of spouses reported receiving pre- and post-move information about their new location; fewer than 10% of soldiers and spouses reported using relocation counseling services.
- For all of the relocation assistance services listed in the survey, the overwhelming majority of soldiers and spouses reported the services were useful for the Army to provide.

Utilization of Findings:

This research can be used by Army leaders and service providers who plan and implement relocation policies and programs. The information will help the Army to better meet the needs of relocating soldiers and their families. The data from this study will also provide a baseline for evaluating the impact of the Army's recent relocation initiatives.

FAMILY ADJUSTMENT TO RELOCATION

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FAMILY ADJUSTMENT TO RELOCATION

Introduction

Bob and Jane watch from the living room window as their son, Jimmy, helps the movers place his new bike into the moving van. Now everything is packed. They walk from room to room in the empty house; the curtains are down, the floors are bare. Nothing remains but memories of Jimmy running downstairs with his coin from the tooth fairy, family and friends gathered in the dining room at Thanksgiving, and all the other experiences that have been an intimate part of their lives for the past few years. Now they are leaving this home, their friends and neighbors, and their jobs. In a few days they will arrive at a new location and begin the process of transforming a house into a home, strangers into friends, and a neighborhood into a community. Relocation is a very human experience.

This research examines the impact of relocation on Army soldiers and families as part of the Army Family Research Program (AFRP). The AFRP was a multi-year, multi-method research program designed to provide needed information about the partnership between the Army and the families of the men and women who serve their country as soldiers. To better meet the needs of soldiers and their families, this report provides additional information on relocations and Army families.

Frequent relocations are characteristic of Army family life. Each move, referred to as a Permanent Change of Station (PCS), contributes to a new dimension of the soldier's mission. In 1989, approximately 350,000 Army officer and enlisted personnel relocated to a new station either in the United States or overseas.¹ On the average, 1300 Army soldiers relocated every work day.

Soldiers and their families move approximately once every three years (Devine, Bishop, & Perrine, 1987). The Army relocates soldiers and their families to new stations for new tours of duty or to complete specific training requirements (Segal, 1986). Although families of military personnel do not move as frequently as the soldier, many families do accompany the soldier to new locations.

¹ Captain Steven Buck, Personnel Management Distribution Officer, Office Personnel Management Directorate, US PERSCOM, personal communication, June 28, 1990; F. Dalton, Military Personnel Management Specialist, Planning and Analysis Branch, Total Army Personnel Command, personal communication, June 28, 1990.

According to the 1987 Survey of Army Families, 92% of the responding spouses said they were living in the same location as their soldier spouse (Griffith, Stewart, & Cato, 1988). PCS moves affect families of all military branches; but Army enlisted families have the greatest mobility of enlisted personnel, and Army officers tend to move more frequently than officers in the Navy or Air Force (Griffith, Doering, & Mahoney, 1986).

Military and Civilian Relocations

Relocation is not limited to the military lifestyle. Each year approximately 20% of the population in the United States relocates (Statuto, 1984; Tarzier, 1990), and most people move for occupational reasons (Ammons, Nelson, & Wodarski, 1982). Employment transfers are common occurrences in the United States (Ammons et al., 1982); employers relocate approximately 300,000 to 500,000 people each year (Orthner, Early-Adams et al., 1987).

Although relocation does occur in the civilian work force, relocation in the military is often more demanding. Research has shown that military relocations differ in the following ways:

- Military families move four times more frequently than their civilian counterparts (Griffith et al., 1988)
- Military personnel are more likely to move long distances (Statuto, 1984)
- Military personnel move more frequently from an overseas location or from a residence in a non-contiguous state (Statuto, 1984).

Other differences between corporate moves and military moves are (Tarzier, 1990):

- Corporate moves most frequently involve mid-level to senior level executives; whereas, military relocations involve all pay grades
- Employees in the civilian sector usually can decide whether they want to move; however, military members receive orders to move.

Although military families face more relocation demands than civilians, they may experience fewer relocation-related problems because (Jensen, Lewis, & Xenakis, 1986):

- Military families do not suffer from total loss of household income or unemployment due to relocation because the soldier maintains his or her employment status
- The military environment usually offers a close-knit, supportive network of people with similar backgrounds and experiences.

Relocation can be a positive or a negative experience. Many military and civilian personnel view relocation as a challenging and exciting event. Relocation may provide families with the opportunity to meet new people and to discover new cultures (Styles, Janofsky, Blankinship, & Bishop, 1988). In one research project, researchers noted that many Air Force families were generally satisfied with their PCS experiences (Orthner, Bowen, Brown, Orthner & Mancini, 1980). In another research project, more than three-fourths of Air Force wives either agreed or strongly agreed with the statement: "I enjoy the new opportunities, new friends, and changes in my environment (home, job, etc.) associated with Air Force PCS moves" (Warner, 1983, p. 13). Corporate enthusiasm for relocation has also been noted in popular literature. According to Marriott Corp.'s director of corporate relocation, "There is a whole group of people out there who look at relocation as something exciting. It's ... something about starting fresh and seeing something of the country" (Skrzycki, 1990, p. E-12).

A Family Experience

Individuals may experience a lot of stress during relocation. Often the effects of relocation on an individual are similar to the effects of the death of a loved one or the effects of a divorce (Catalyst, 1983). In addition, relocation can be very stressful and disruptive to family life (Ammons et al., 1982; Janofsky, 1989; Teitelbaum, 1990). Soldiers and spouses have experienced many hardships associated with relocation, including financial and emotional difficulties (Styles et al., 1988). Family members can no longer be considered passive recipients of the benefits and stresses associated with the military lifestyle (Orthner, 1990). Still, sacrifices, such as the requirement to relocate frequently and unexpectedly, are often compensated for by career advancement, prestige, and overseas assignments (Jans, 1988). Many families are willing to adapt to that lifestyle, but for those who do not adapt, the conflict between career and family is stressful and a major source of unhappiness.

Family adaptation to the military. "Family adaptation" to the military has been defined as the ability of families to fit into the military system (Bowen & Orthner, 1989). Bowen and Orthner (1989) note that within the past two decades an increasing number of research projects have been conducted to evaluate the relationship between work and family demands in the military. The military

organization is a pervasive element within the family structure, and research has focused on the importance of the family-environment fit and the family's successful adaptation to military demands. Family adaptation to the military is important because the family can influence the soldier's response to the military. Etheridge (1989) notes that family adaptation may positively influence the soldier's job performance, morale, and desire to stay in the military. Other research has shown that family factors contribute to the overall well-being of the service member and, thus, the military system (McCubbin, Marsden, Durning, & Hunter, 1978). Therefore, it is important to examine how the demands of relocation effect family adaptation and the soldier.

Effects of relocation on family life. The findings on the effects of relocation on family life are mixed (Voydanoff, 1987). Research has shown that relocation can be a very difficult and disruptive event for families (Ammons et al, 1982; Janofsky 1989). However, other research has not been so conclusive. Studying 40 Army families, Marchant and Medway (1987) investigated each family's history of geographic mobility, identification with Army life, personal well-being, and children's school achievement and competence and concluded that frequent relocation was not detrimental to the soldier or spouse and was positively associated with higher child competence. Also, researchers found no relationship between having had a PCS in the past three years and the family's general satisfaction with Army life (Teitelbaum, 1990). Brett (1982) studied a sample population of mobile employees and found few differences between those who moved frequently and those who did not.

Relocation-related Problems

Since there is no uniform response to the effects of moving on families, it is important to recognize which relocation-related problems are most difficult and which types of families report the most problems. The 1985 Department of Defense (DOD) Survey of Officers and Enlisted Personnel revealed that approximately half of the Army officers and enlisted personnel had trouble finding permanent housing and paying for transporting goods and temporary lodging expenses. Although many soldiers found these to be problems, less than 15% of all respondents considered these issues to be severe problems (Devine et al., 1987).

According to spouses in the 1987 Survey of Army Families, families may make several moves into temporary housing until permanent housing is available. In one case, newly relocated families lived in a one-room guest house for the first month on post and shared a kitchen with several other families (Kirkland & Katz, 1989). They had to reapply for housing every week, thus forcing them to pack and move frequently until they received permanent housing. Repeated moves

from temporary lodging may have both short-term and long-term consequences for Army families (Griffith et al., 1988). These consequences include repeated family disruption and repeated costs for moving. Also, research has found that families who waited for permanent housing for one month or less were more satisfied with Army life than those who had to wait seven or more months in temporary lodging (Teitelbaum, 1990).

Moving into a new community, finding permanent housing, and getting settled are relocation-related problems that increase financial costs. Army soldiers and spouses lose money every time they PCS due to weight allowances, replacement costs of household items, and loss of home equity through selling costs (Styles et al., 1988). Routine moving expenses and losses from sales of homes were also cited by Air Force wives as serious relocation-related problems (Warner, 1983). Often relocation requires that a family adjust to a higher cost of living (Szoc, 1982). For both enlisted personnel and officers, adjusting to a higher cost of living is more of a problem in CONUS stations (Vernez & Zellman, 1987).

During and after a PCS, some additional problems that families must cope with are:

- Disruption of family life and routines (Styles et al., 1988)
- Negative effects on spouse's career (Styles et al., 1988)
- Difficulty establishing roots in a community (Styles et al., 1988)
- Separation from usual interpersonal networks and sources of social support (Segal, 1986).

The military demands of frequent relocations and overseas assignments compounded with the emotional, financial, and geographic hardships of a PCS can add up to a very difficult move. The number and severity of relocation-related problems are influenced by the family's characteristics and the availability of Army programs and services.

Family Characteristics

The degree of relocation-related stress can vary according to the combination of career and family life course stages. The stress of moving for a dual-career, childless couple differs from the relocation stress experienced by a young couple expecting its first child (Janofsky, 1989). Family characteristics can contribute to the types and seriousness of relocation-related problems. In an investigation of 288 Army families of enlisted personnel stationed in Germany,

researchers found that family life events significantly influenced the post-crisis strain of relocation (Lavee, McCubbin, & Patterson, 1985). In a survey of Navy personnel, the four family characteristics that contributed significantly to the number of relocation-related problems were (Szoc, 1982):

- Years of military service
- Age of the oldest child
- Availability of social support
- Use of community services.

Several research investigations have revealed that other characteristics such as previous relocation experience, timing and preference of move, and having an employed civilian spouse can also have an effect on the family's PCS move (Segal, 1986; Teitelbaum, 1990).

Years of military service. Stress from relocation can be greatest for families who are early in their military careers. Junior ranking soldiers, especially enlisted, have the least control over where and when they move (Segal, 1986). Often the first move requires the greatest adjustment, and junior enlisted soldiers have the fewest military institutional supports available, such as housing on post and sponsorship. Moves tend to be more turbulent for younger, inexperienced families (Tarzier, 1990). Junior soldiers have not had prior experiences from which to learn adaptive skills for a mobile lifestyle. Many junior soldiers are married, and the spouse's first military residence is usually away from home. It is possible that it is the first time the spouse has been away from family and friends (Segal, 1986). A junior enlisted spouse may find the Army and its institutions overwhelming, intimidating, and frustrating (Lewis, 1986). However, soldiers who have been in their career for awhile may also have difficulties adjusting to relocations. Increased years of service may be associated with an increased desire for stability which is only aggravated by frequent PCS moves (Szoc, 1982).

Children. Moving can be especially stressful on children of service personnel. On the 1985 DOD survey, seven percent of Army enlisted personnel reported that children's adjustment was a serious problem in relocation (Vernez & Zellman, 1987). Children of all ages reported that they were dissatisfied with their families' frequency of moves in the Army (Orthner, Brody, et al., 1985). Research on the impact of relocation on younger children has revealed some mixed results (Brown & Orthner, 1990). Early research on pre-school and school-age children found positive associations between emotional disturbances and family relocations (Stubblefield, 1955). More recent research finds fewer differences between

geographically mobile and stable children. School-age children tend to make new friends relatively quickly and to adjust to new surroundings (Barrett & Noble, 1973). However, the impact of relocation on adolescents is more negative than it is for younger children (Brown & Orthner, 1990). Missing old friends was more problematic for teenagers than for younger children, and older children seemed to have problems with transitions (Brett, 1982).

Military parents. Single parents may experience a considerable loss of contact with friends and co-workers (Catalyst, 1983). Because single parents do not have the support of a spouse, support resources may be scarce and the degree of stress may be severe. However, in one research project, military single parents reported that they were satisfied with their PCS experiences (Orthner, Bowen, et al., 1980). The 1985 DOD survey revealed that single parents and parents in dual-military couples experienced fewer PCS problems than civilian wives of military personnel (Griffith et al., 1986). Possible reasons for this were:

- Parents who are military personnel had more realistic expectations about the PCS
- Parents who are military personnel possibly received or had access to better services for their families.

Previous relocation experience. Relocation experience can influence the degree of stress a family encounters during a move. Adjustments to a new environment become easier for families who move repeatedly because they develop adapting skills (Catalyst, 1983; Siebenaler, 1986). Having experienced many prior PCSs may ease the shock of subsequent relocations (Marchant & Medway, 1987). However, research in this area has revealed inconsistent findings. Segal (1986) notes that families who adjusted well to earlier moves become tired of moving and want to settle down. Marriott (1982) found that previous overseas experience did not relate to either the level of satisfaction or the ability to cope with relocation.

Timing and preference of move. Timing of move and the preference for the new location is also a family issue that may affect the number and severity of relocation-related problems. Poor timing of PCS moves seems to be a major concern among families (Teitelbaum, 1990). Army enlisted personnel are more likely to be assigned to a non-preferred location than enlisted personnel in the Air Force or Navy (Vernez & Zellman, 1987).

Type of move. When military personnel receive PCS orders, it is likely they will move a long distance from their present location. Most military moves are across state or national boundaries; while only six percent of civilian relocations

move beyond county lines (Tarzier, 1990). In addition, it is highly possible that the gaining installation will be overseas. More than 40% of active duty soldiers and their families are stationed OCONUS (Devine, Bishop, Perrine, & Bullman, 1988). Germany is the main location of OCONUS families. According to the 1985 DOD Survey of Officers and Enlisted Personnel, 27% of the Army enlisted families and 18% of Army officer families were stationed in Germany (Griffith, et al., 1986).

Problems can occur in all types of moves. The family must adjust in any new situation. However, moving to unfamiliar territory, being unprepared, and moving away from friends and family are all relocation-related problems magnified by moving overseas. Relocating overseas also is more difficult if the family is unfamiliar with the language or the culture (Lavee et al., 1985). OCONUS moves are especially stressful for enlisted personnel (Barton & Chin, 1989).

An investigation of culture shock and cultural stress conducted with 181 American spouses of military personnel and civilian employees living in England addressed several OCONUS issues (Marriott, 1982). Spouses reported that they had difficulty adjusting to the everyday aspects of living abroad. "Driving" was identified as the most difficult everyday aspect. Spouses who did not live on or near post or who were not in a familiar community setting had the most trouble adjusting to the new country.

Thousands of soldiers and their families relocate from OCONUS to CONUS each year. As noted in one research investigation of civilian relocations from overseas, re-entry is "the stressful and often unexpected experience of readjusting to life in one's home country after having lived abroad" (Siebenaler, 1986, p. 1). Re-entry causes problems for the entire family. People do not expect returning into their own country to be difficult (Siebenaler, 1986). Therefore, they are often not prepared for conflict. Successful re-entry is associated with the family's life cycle (Siebenaler, 1986). Re-entry is most difficult for the following groups: single employees, spouses, and older children. However, many family members learn adaptive skills while coping in a foreign culture that will ease the difficulties of re-entry (Siebenaler, 1986).

Spouse employment. PCS moves greatly affect civilian spouses of military personnel (Janofsky, 1989). The 1985 DOD survey revealed that about 11% of married Army enlisted personnel were concerned that their spouse's adjustment was a serious problem in relocation (Vernez & Zellman, 1987). Not only do spouses experience the loss of friends and familiar environment, but also they are often forced to leave profitable and satisfying employment. Civilian spouses of military personnel face a high incidence of unemployment and under-employment (National Military Family Association, 1990):

- The unemployment rate for military spouses is more than three times that of civilian spouses
- 46% of enlisted wives and 35% officers' wives are employed below their skill level.

A spouse's earnings are reduced by frequent PCS moves because he or she is never fully established in an employment position. Jacobson (1983) identifies three key effects PCS moves have on a spouse's earnings:

- Earnings are reduced while the spouse changes jobs
- Earnings are reduced because frequent moves restrict occupational choices and obtaining on-the-job training
- Earnings are reduced because spouses withdraw from the labor market.

Some military spouses would rather withdraw from the labor market than accept the consequences of frequent job search or work in less desirable occupations (Jacobson, 1983). However, availability of employment and earning potential may depend on the location of the assignment.

"Increasingly, career development of spouses has forced military families to choose between one career or the other" (Chief of Staff, 1983, p. 9). Spouse employment is an important issue to the Army because wives who are in a favorable employment position are more likely to support the military spouse's retention in the service (Scarville, 1990). A wife's satisfaction with her lifestyle is associated with her willingness to support her husband's career (Pittman & Orthner, 1988). However, relocation frequently represents the decision to improve the soldier's career at the expense of the spouse's career. The effects of such a decision are experienced by both the soldier and the spouse. Not only does the decision result in the spouse quitting her job, but also it has a negative effect on Army officers' relocation satisfaction outcomes and with Army enlisted families' post-move comfort (Barton & Chin, 1989).

Spouse employment is also a major concern in corporate relocations. After concern for housing, the spouse's job is the next most frequently mentioned reason for employees refusing to transfer (Skrzycki, 1990). Wives who move because of their husband's transfers have more adjustment problems when they have difficulty finding work, making new friends, or transferring their credentials and contacts (Voydanoff, 1987). In an investigation of 200 people who had

recently experienced a job transfer, the Marriott Corp. found that 86% of the employees interviewed said their spouses found the move stressful. This situation had a negative effect on the employee's level of stress. The success of a move is dependent upon the spouse's satisfaction with the move (Skrzycki, 1990).

Army Programs and Services

Relocation-related problems encountered as part of the PCS process may have at least two sources (Szoc, 1982):

- The stress and disruption from relocation
- The inadequacy of the necessary resources and coping mechanisms used to alleviate stress and facilitate adjustment into a new environment.

Family resources (e.g., family cohesion and family supportive communication) affect family adaptation directly and relocation strain indirectly (Lavee et al., 1985). In relocation, the family, especially the spouse, becomes an important source of emotional support. Perception of spousal support is an important factor in career commitment for working men (Orthner & Pittman, 1984).

Although family resources play a big role in adjustment, social support, as perceived by the family, is more influential than the family's internal resources. Support is an integral part in the response to positively and negatively perceived stressors (Pittman & Lloyd, 1988). Social support (e.g., supportive community and network of friends) plays a buffering role that reduces relocation strain (Lavee et al., 1985). Informal social sources of information and support can facilitate adjustment to a new environment. Effective social support may lower the occurrence of stress in military families (Jensen et al., 1986).

The Army's response. The Army has recognized the need for social support and has responded to relocation-related problems by providing a variety of services and programs for soldiers and families. These services and programs include the Sponsorship Program, welcome packets, lending closets, installation and unit orientations, overseas orientations, and spouse employment services. The Defense Authorization Act of 1990 requires the Secretary of Defense to establish a Relocation Assistance Program that furnishes information to military members on moving costs, the availability of housing, child care, and spouse employment.

Relocation, sponsorship, and spouse employment programs offer services to ease the stress associated with frequent moves (Glacel et al., 1989). These

programs meet valid Army needs and have direct and indirect impacts on retention and readiness. Effective organizational support for families increases the family's commitment to the organization and the employee's commitment to his or her job (Orthner & Pittman, 1984).

The manner in which a family is welcomed to a gaining installation is important. The most effective welcome orientation comes from the unit level, and the least effective way to inform families is through welcome packets (Teitelbaum, 1990). However, most of the Army spouses surveyed in the 1987 Survey of Army Families used the welcome packets during their last PCS (Griffith et al., 1988). More than half used official installation orientation, unit orientation, and lending closets. Overall, relocation services are more likely to be used by spouses who were stationed OCONUS

Timing and availability of information. Pre-move and post-move information are an integral part of the PCS move (Marriott, 1982; Tarzier, 1990). Preparation and information may ease relocation stress. Advance notice of PCS helps families to plan moves (Barton & Chin, 1989). To better assist Army families overseas, the Army initiated improvements to the overseas orientation services through the Army Family Action Plan (Devine et al., 1988). In evaluation studies of certain Army Family Action Plan issues, Devine et al. (1988) noted that OCONUS spouses of Army soldiers and officers mentioned approximately 1500 examples of pre-move information needs during focus group sessions. Most of the spouses who were involved in the focus groups thought pre-move and post-move orientation services would have greatly alleviated the relocation-related problems they encountered (Devine et al., 1988). There was no consensus among spouses as to when pre-move OCONUS orientation should be offered, but more than half of the respondents thought it should be provided at least two months prior to the move. All of the spouses agreed that post-move orientation should occur within the first two weeks of the move.

Unit environment and sponsorship. The soldier's unit environment can also be an important source of support in helping families adjust to a PCS. There are several ways to provide a supportive environment; one method is through sponsorship. The Army developed the Sponsorship Program to ease stress associated with the relocation process (Department of the Army, 1985). Through the Sponsorship Program, each relocating family is assigned a sponsor whose role is to help the relocating family get settled into the new community. The sponsor is generally of similar rank and status as the relocating soldier and is available to provide information about the gaining installation and community. Although every NCO and officer participates in the program, there have been attempts to sponsor junior enlisted personnel and family members as well (Teitelbaum, 1990). Effective sponsorship accelerates the adaptation process (Glacel et al., 1989).

There are several different opinions about the Sponsorship Program. The results of one research examination of 35 military families indicated that there was no significant difference as a result of sponsorship in family adjustment in the relocation process as reported by officer and non-officer families (Dinwiddie & Ingram, 1982). Another investigation of Navy personnel found that families were never or rarely contacted by a sponsor before a PCS move (Szoc, 1982). Several problems that interfered with the Sponsorship Program were identified by senior Army leaders (Devine et al., 1988, p. 37):

- Too frequently a soldier's assignment is decided within weeks or even days of his or her arrival, leaving the sponsor too little time to support the transition effectively
- Despite command support, the unit has to take the lead and that does not always happen
- The program is dependent on written correspondence, and frequently the sponsor's letters are not answered.

Other research indicates that a sponsor can be helpful. Stressful OCONUS moves can be facilitated by accentuating the positive elements of a PCS, such as having a sponsor who may help a soldier find permanent housing (Barton & Chin, 1989). OCONUS officers' spouses reported that their sponsor was their primary source for information (Devine et al., 1988). Sponsors were also noted as an important determinant of higher ratings of Army relocation support and better PCS moves, especially for enlisted personnel (Barton & Chin, 1989).

Unit leaders can also create a supportive environment. Supportive leaders who allowed soldiers to help newly relocated families find housing, complete in-processing, and obtain goods and services reported that soldiers had a positive attitude toward the gaining unit (Kirkland & Katz, 1989). Reciprocally, the families showed a positive and supportive attitude toward both the soldier and the unit. Corporate employees may also feel a need to assist their family in the first few weeks of relocating. One relocation director advises managers "to remember that an employee cannot settle into a job until he feels his family is settled into a safe and efficient living environment" (Nida, 1980, p. 73).

In response to spouse employment needs and dual-income families, the Family Member Employment Assistance Program (FMEAP) was created within Army Community Service (ACS) centers to assist spouses and family members in their search for employment. Many civilian corporations are also developing formal spouse assistance programs. In a survey of 151 firms, the number of job

assistance programs for spouses doubled from 1984 (20%) to 1985 (44%). Merrill Lynch Relocation Management, Inc. cites survey findings that projected that by 1990, 75% of corporate moves would involve dual-income couples (The Bureau of National Affairs, 1986).

There are mixed evaluations on the use of relocation services. Orthner, Bowen, et al. (1985) found that fewer than 10% of the spouses they interviewed had participated in an orientation program. Similar findings were observed by Croan and Orthner (1987) on families who were using the relocation assistance program through the ACS centers. Some research suggests that military personnel, both officers and enlisted, and their spouses do not use military services (either treatment or preventive services) for fear of jeopardizing the soldier's career (Kohen, 1984). They believe that service use will be reported back to the commanding officer and cause negative repercussions. Kohen (1984) notes that this hesitancy applies not just to socially stigmatized problems such as substance abuse, but also to problems resulting from the military lifestyle. The major problems of relocation programs are that (Glacel et al., 1989; Orthner, Early-Adams, et al., 1987):

- The programs are not well known among family members
- Spouses are not encouraged to use programs
- Orientation services are often limited in their guidance to working spouses.

In summary, research on the effects of relocation on family life have revealed mixed conclusions. Military families experience both positive and negative effects of their mobile lifestyle. Many families report they experienced relocation-related problems, but many also said they enjoyed the opportunity to travel, meet new people, and, in OCONUS moves, learn about new cultures. Each family is unique, and the success of each move depends on many factors. These factors include the family's characteristics and the availability of supportive resources.

Research Questions

This research project focused on clarifying the impact of relocation on soldiers and their families and determining the use and perceived usefulness of various support services. Although the experiences of single soldiers are sometimes examined as a point of comparison, the primary focus of the report is on soldiers with spouses and/or dependent children. The following three areas were investigated:

- The soldier's and family's relocation experience in the Army
- The impact of relocation on Army soldiers and their families
- The Army's response to the needs of soldiers and their families as a result of relocation.

Relocation Experiences in the Army. Key questions asked were:

- What are the problems attributed to relocation?
- How do the severity of problems vary according to family composition?
- How does the relocation experience affect overall family adaptation to the Army?
- Why is the family relocation experience important to the Army?

Impact of Relocation on Families. Key research questions included:

- How are the number and ages of children in the family related to relocation problems?
- How do family preferences for the location and timing of a move affect relocation problems?
- Does the type of move (e.g., moving to Europe or CONUS) affect relocation problems?

The Army's Response to Relocation Needs. The major research questions asked were:

- How does relocation information before and after the move affect the severity of relocation problems?
- How many soldiers and spouses use Army relocation support services?
- How do soldiers and spouses rate the usefulness of these services?

Answers to these questions will assist the Army in better understanding Army families' experience of relocation, and should help Army and DOD personnel to improve relocation services and practices. The information will serve to confirm the value of some services, and it may serve to guide revision and enhancement of others.

This report provides a comprehensive overview of the data related to the research questions. It is primarily descriptive in nature. Other AFRP reports are intended to explore related issues in greater detail. These reports include: Army Community Support Programs: Needs and Access Among Army Families (Devine, Bullman, and Gaston, in process), Preliminary Analysis of the Impact of Army and Family Factors on Individual Readiness (Sadacca, Stawarski, and DiFazio, in process), and Family and Other Impacts on Retention (Griffith, Rakoff, and Helms, in process).

Methods

The data used in this report were collected in the Army Family Research Program (AFRP) 1989 Army Soldier and Family Survey, which was conducted under contract with the U.S. Army Research Institute for the Behavioral and Social Sciences. The survey was carried out by a contractor team led by the Research Triangle Institute (RTI) and included Caliber Associates, Human Resources Research Organization (HumRRO), and Decision Sciences Consortium, Inc. (DSC).

The survey collected data from a probability sample of units and soldiers, together with spouses of sampled soldiers. Data were also collected from other sources, including: supervisor ratings of soldier performance; ratings of unit readiness by soldiers and supervisors; information on unit and installation family programs and activities; and soldier personnel file data. Detailed information on sampling and copies of the survey are located in the AFRP Report on Survey Implementation. The relocation report only utilizes data from the soldiers' and spouses' surveys.

This portion of the report describes the soldiers and spouses who participated in the survey, the survey questions used in this report, new variables that were created, and the data analyses conducted.

Sample

During the data collection phase of The Army Family Research Program, 11,035 soldiers completed the 1989 Army Soldier and Family Survey. Among the 11,035 soldiers completing the survey, 8,976 reported that they had experienced at least one permanent change of station (PCS). Responses from this group of 8,976 soldiers formed the initial database for the analyses conducted for this project. Analyses which include "all" soldiers were run from this set.

In addition, 3,277 spouses completed a spouse version of the 1989 Army Soldier and Family Survey. From this group, 2,515 spouse surveys were matched with a soldier survey to form the database for "families" who had PCSed at least once. All analyses which include soldiers with "families" were run from this set.

Soldiers' and spouses' responses were weighted to represent the total number of other soldiers and spouses the respondent represented. In the sample of 8,976 soldiers who had PCSed, the data represent 362,367 soldiers. In the sample of 2,515 soldiers with families, the data represent 196,773 soldiers and spouses.

The Survey

The soldier version of the AFRP 1989 soldier and family survey has 164 items covering the soldiers' background, unit environment, the soldiers' personal plans regarding the Army as a career, and other aspects of life in the Army. The spouse version of this survey has 97 items covering the spouses' background, spouse employment, and Army and community life. A subsection of both surveys asked specific questions about the soldiers' and spouses' most recent PCS. This report focuses on the responses to these questions.

The survey questions about relocation requested information from the soldier and spouse covering:

- Number of months at the current location
- Number of PCS moves experienced while on active duty
- Availability of pre- and post-move information
- Preference for location and timing of the move
- The severity of problems associated with:
 - moving and setting up a household
 - costs incurred during the move
 - children adjusting to the new environment
 - soldier adjusting to the new environment
 - spouse adjusting to the new environment
 - the spouse finding employment
 - finding permanent housing
- Length of wait for permanent housing
- Use and usefulness of relocation-related services.

Soldiers were also asked the location of their last assignment before their most recent relocation. Spouses were asked about possible sources of formal and informal relocation assistance and information about their employment status.

Much of the report addresses factors associated with the presence or absence of problems for the following relocation issues:

- Moving and setting up a household
- Costs incurred during the move
- Children adjusting to the new environment
- Soldier adjusting to the new environment
- Spouse adjusting to the new environment
- The spouse finding employment
- Finding permanent housing.

If a soldier or spouse indicated that an issue was a "serious problem" or "somewhat of a problem", then the issue was recoded as "being a problem". If a soldier or spouse indicated that an issue was a slight problem or not a problem, then the issue was recoded as "not being a problem".

A relocation problems index was created for soldiers and spouses, respectively. This summative score, measuring the overall extent of relocation problems experienced, was derived from the responses to four of the above items from the survey. These items, which were applicable to all soldiers regardless of family status, concerned problems with:

- Moving and setting up a new household
- Costs incurred during the move
- Self adjustment to the new environment
- Finding permanent housing.

All respondents rated the extent to which each of these four relocation events was a problem. High scores indicated the events were not too much of a problem and low scores indicated that the events were problematic. (Refer to Appendix A for more details about the scaling procedures.) In most instances, analyses were run using the individual items that comprise the index, as well as the index itself.

More detailed information on the formation of variables used in the analysis is located in Appendix A.

Data Analysis

The analyses used in this report are based on crosstabulations of the soldier and spouse data. These finding are summarized in the text, and figures and tables presenting key findings are included. All results presented in this report were significant at $p < .01$ level. A full set of tables presenting the results of the analyses in detail is included in Appendix B.

In those instances where the crosstabulations indicated that multiple, potentially inter-related, variables were significantly associated with an outcome variable (e.g. relocation problems), a three-way crosstab or a multiple regression was run to confirm the independent contribution of each of the variables. No association was reported if the independent relationship was not confirmed.

Because the survey only provides data at a single point in time after families relocated to their current installation, it is not possible to determine the cause of the relocation problems reported; and it is extremely difficult to assess the impact of relocation problems on subsequent Army outcomes such as retention or readiness. Longitudinal studies would be required to address these issues adequately. Consequently, the analyses conducted are primarily descriptive. The intention is to provide an accurate picture of: the types of problems encountered, the frequency of occurrence of those problems for different groups within the Army, and the types of assistance that soldiers and family members use and find useful in coping with relocation challenges and stresses.

Results

This section of the report presents the results of the analyses conducted in this research. The first part of this section provides an overview of the frequency of relocation and the problems experienced during relocation. The second part presents findings on family issues that affect problems during relocation, and the third part discusses the Army's programs and supports systems for relocating soldiers and their families.

The Relocation Experience

Relocation is an integral part of the military lifestyle. Almost all soldiers at some point in their military career relocate to a new environment, and many of them relocate with their families. Some soldiers have relocated many times. In this sample, almost two-thirds (63.3%) of the soldiers who have PCSed moved at least twice in their careers; while more than one-third (34.2%) of that group reported that they had moved four or more times. On the average, soldiers in this sample moved every two years.

Many different types of problems can arise during relocation. The survey instrument for this research project focused on several potential logistical problems and personal adjustment problems. The logistical issues concerned problems with:

- Moving and setting up the new household
- Costs incurred during the move
- Spouse finding employment at the new location
- Finding permanent housing.

The personal adjustment issues concerned problems with:

- Soldier adjusting to the new environment
- Spouse adjusting to the new environment
- Child(ren) adjusting to the new environment.

Soldiers were asked to think about their most recent relocation experience when responding to these relocation issues. Soldiers noted if a relocation issue was either:

- A serious problem
- Somewhat of a problem

- Slight problem
- Not a problem.

For every issue applicable to all soldiers, at least one-fifth of the soldiers experienced problems during relocation (Table 1). Many soldiers (43.6%) reported that costs incurred during the move were a problem, and more than one-third (38.5%) reported a problem with moving and setting up a new household.

Table 1

Percentage of Soldiers Reporting a Problem During Their Most Recent Move*

Relocation Problem

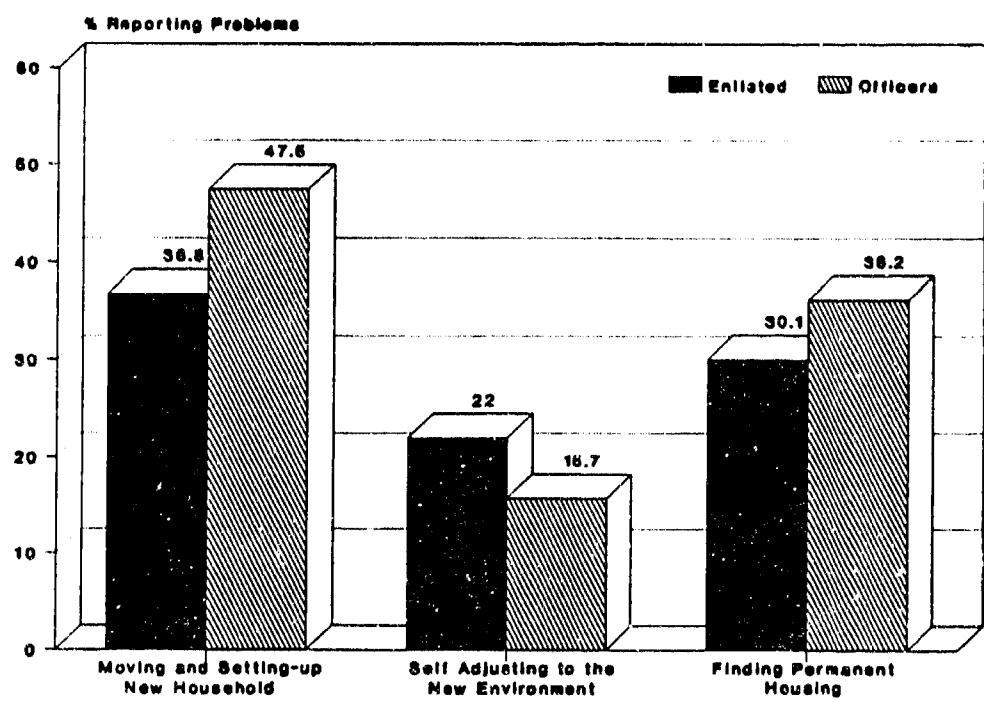
Moving and setting up a new household	38.5%
Costs incurred during the move	43.6%
Self adjusting to the new environment	21.0%
Finding permanent housing	31.1%

* Includes all soldiers who reported at least one PCS move.

The rankings of soldiers on the composite relocation problems index reveal that the relocation experience affects soldiers in different ways. Almost half of the soldiers (47.4%) who PCSed at least once scored high on the relocation problems index, indicating that they reported experiencing few problems with their most recent relocation. Just over one-fourth of all soldiers (27.0%) reported a moderate level of problems during their most recent relocation. Slightly more than one-fourth of the soldiers (25.6%), however, scored low on the relocation problems index. This group experienced several serious relocation problems.

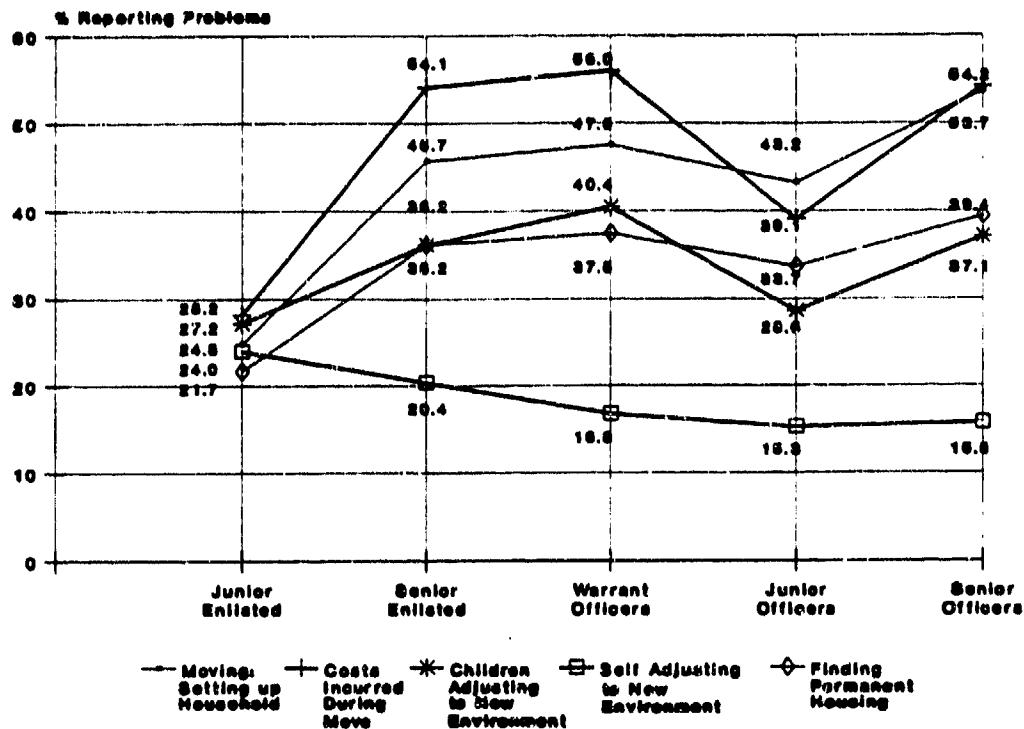
Soldiers with a spouse or child also evaluated their family member's adjustment to the new environment. More than one-third (35.0%) of those soldiers who had a spouse and more than one-third (34.3%) who had at least one child reported problems with their family member adjusting to the new environment. More than half of the soldiers (51.7%) who had a spouse reported a problem with the spouse finding employment at the new location.

There were a few significant differences between enlisted soldiers and officers in their experience of relocation problems. Officers were more likely to report problems with moving and setting up the household and finding permanent housing; while enlisted soldiers were more likely to report problems with self adjusting to the new environment (Figure 1). Overall, senior officers were most likely to report problems with moving and setting up a new household, and finding permanent housing; junior enlisted were most likely to report problems with self adjusting to the new environment (Figure 2). Warrant Officers were more likely to report problems with costs incurred during the move and children adjusting to the new environment. As the next section indicates, the relatively low level of logistical problems reported by junior enlisted soldiers is probably explained by their greater likelihood of being single.



* Includes all soldiers who reported at least one PCS move.

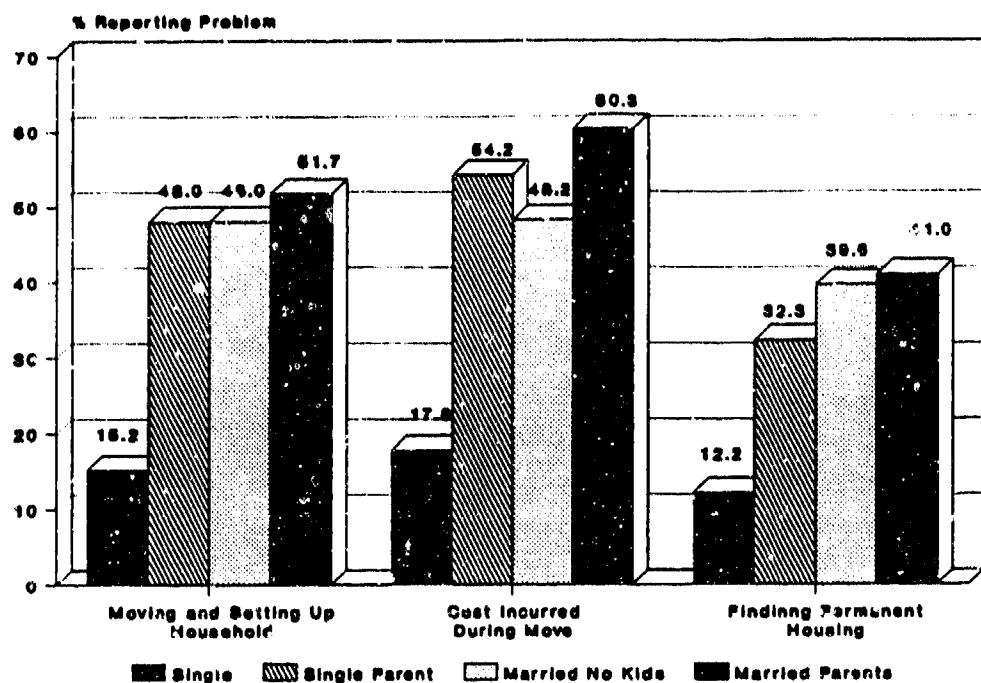
Figure 1. Differences in Relocation Problems Between Enlisted Soldiers and Officers*



* Includes all soldiers who reported at least one PCS move.

Figure 2. Relocation Problems by Paygrade*

Family composition. The extent of problems during relocation was heavily influenced by the soldier's family composition. Single soldiers were less likely to report problems with the logistical aspects of relocation: moving and setting up the new household, costs incurred during the move, and finding permanent housing (Figure 3). Soldiers with dependents (spouse and/or child) were three times as likely to experience problems in all of these areas. Soldiers who were married and had children reported problems in all three areas most frequently. More than half of the married soldiers with children reported problems with moving and setting up and costs; and more than 40% reported problems finding permanent housing. Marital status and family composition did not affect problems of personal adjustment (soldier or spouse) to the new environment.



* Includes all soldiers who reported at least one PCS move.

Figure 3. Significant Differences Based on Family Composition*

Wait for permanent housing. The relocation experience is significantly influenced by the ease with which soldiers and families get settled in new housing. Waiting to get into permanent housing exacerbates many problems during relocation. Table 2 indicates that about one-third of all soldiers reported that they had no wait for permanent housing, but an almost equal percentage of soldiers (30.0%) reported that they had to wait 5 months or more. As indicated in Table 3, enlisted soldiers are at least twice as likely as officers to have extremely long waits for permanent housing (7 months or more), with junior NCO's (E5-E6) experiencing the longest waiting period.

Table 2
Number of Months Waited for Permanent Housing*

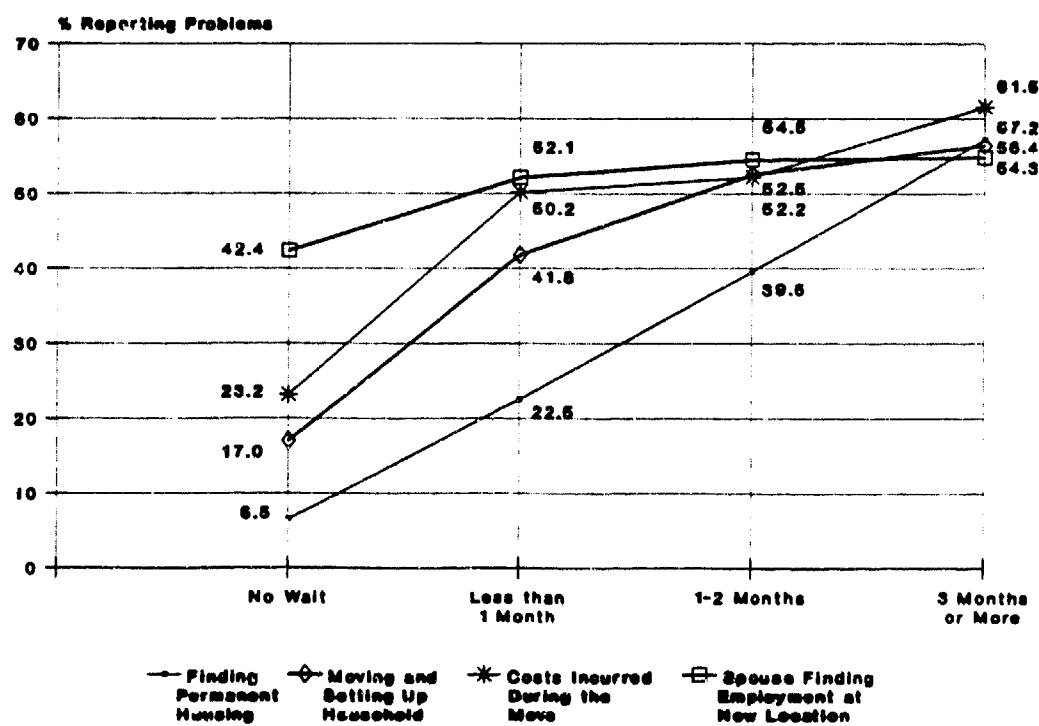
No Wait	32.7%
Less than 1 month	15.9%
1-2 months	12.4%
3-4 months	9.0%
5 + months	30.0%

* Includes all soldiers who reported at least one PCS move and had been at their current location at least 6 months.

Table 3
Wait for Permanent Housing by Paygrade

	<u>Jr. Enlisted</u>	<u>Jr. NCO</u>	<u>Sr. NCO</u>	<u>W01-W04</u>	<u>Jr. Officer</u>	<u>Sr. Officer</u>
No Wait	50.9	20.1	23.3	19.7	32.3	32.2
Less than 1 Month	9.3	16.5	20.9	26.6	24.0	19.9
1-2 Months	6.7	11.7	18.2	20.6	17.5	21.6
3-4 Months	6.3	9.8	11.5	13.1	10.0	10.1
5-6 Months	5.0	8.2	7.9	8.8	6.1	6.1
7 + Months	21.8	33.7	18.2	11.2	10.1	10.1
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

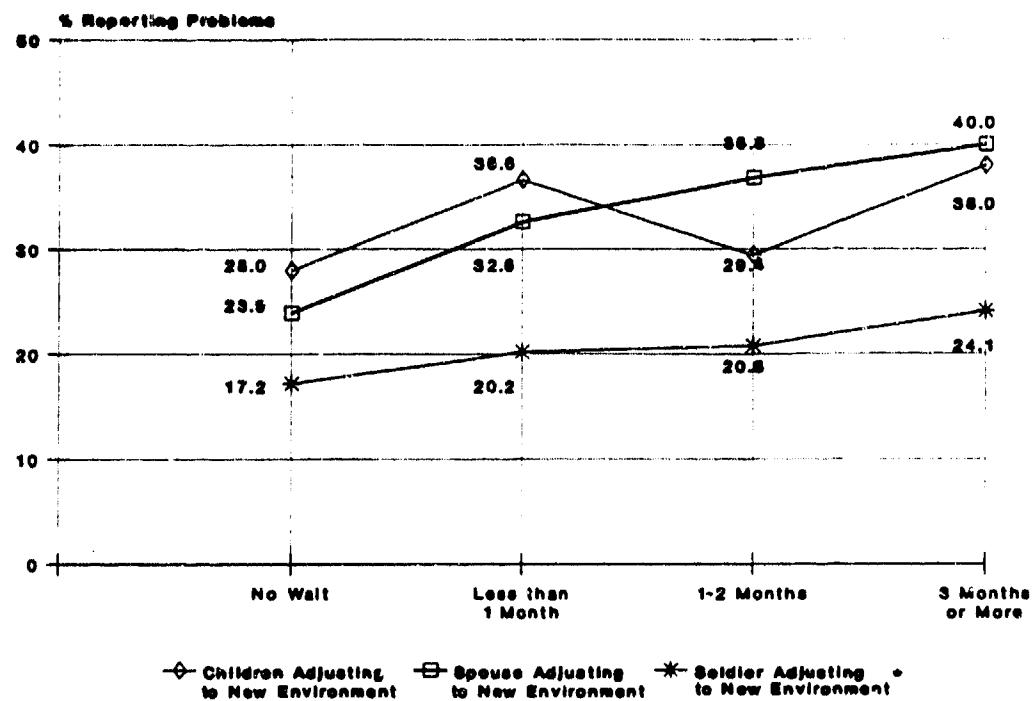
As the wait for permanent housing increases, so does the probability that soldiers will experience logistical problems with their PCS move. As Figure 4 indicates, soldiers experiencing no wait report far fewer problems than all others, particularly in moving and setting up the household, costs incurred during the move, and finding permanent housing.



* Includes all soldiers who reported at least one PCS move and had been at current location at least six months.

Figure 4. Logistical Relocation Problems by Number of Months Waited for Permanent Housing*

Length of wait for permanent housing appears to be more positively associated with logistical problems than with adjustment problems. Figure 5 indicates that adjustment problems also tend to increase, however, with the length of the wait, particularly for spouses.



* Includes all soldiers who reported at least one PCS move and had been at current location at least six months.

Figure 5. Adjustment Problems by Number of Months Waited for Permanent Housing

The consequences of waiting for housing are much greater for families than singles. Although singles with no children reported a significant relationship between wait for housing and increased problems with moving and setting up the household, costs incurred during move, and finding permanent housing, married soldiers reported a significant relationship between wait for housing and all categories of relocation problems.

Family adaptation. The relocation experience may have long-term consequences for families and the Army. In the short-term, soldiers and families may encounter specific relocation problems which are only a burden until resolved.

However, soldiers and families may transfer their feelings about the relocation experience to their feelings about the Army as a whole. If the relocation experience is positive, then the Army may be seen as caring and supportive of family life; but if the experience is negative, the Army may be perceived as too disruptive to family life. Prior research suggests that these perceptions may have consequences for both retention and readiness, since they affect family support for other demands that the Army places on soldiers, such as long work hours and family separation (Research Triangle Institute, 1991; Vernez and Zellman, 1987; Pittman and Orthner, 1988).

To test the broader consequences of the relocation experience, we examined the relationship between relocation problems experienced and overall family adaptation to the Army. For this analysis, "family adaptation" means the family's overall adjustment to and acceptance of the requirements and demands of the Army. The Family Adaptation Scale is a composite scale of several items from the soldier survey: Army-family fit, soldier perception of spouse support for the Army, and family adjustment to the Army. (The Family Adaptation Scale is discussed in detail in Orthner, Zimmerman, Bowen, & Gaddy, 1991.)

Tables 4 and 5 depict the relationship between the relocation problems index and the Family Adaptation Scale for soldiers and spouses. There is a significant relationship between soldiers' and spouses' relocation problems scores and their family adaptation scores. The more problems experienced in relocation, the poorer the family's overall adaptation to the Army. On the other hand, those who have few relocation problems (high relocation index scores) tend to be highly adapted. These relationships are graphically represented in Figure 6. The data indicate that families who experience few relocation problems are 50% more likely to be highly adapted to the Army than those with serious relocation problems.²

² With cross-sectional survey data, it is not possible to determine if this relationship is causal. It may be that families who are better adapted to the Army are able to manage their relocation process better and are therefore less likely to experience or report problems with their relocation. Since the family adaptation measure is taken, on average, two years after the relocation, it seems somewhat more likely, however, that the relocation experience is affecting the family's response/adaptation to the Army. Both effects may present.

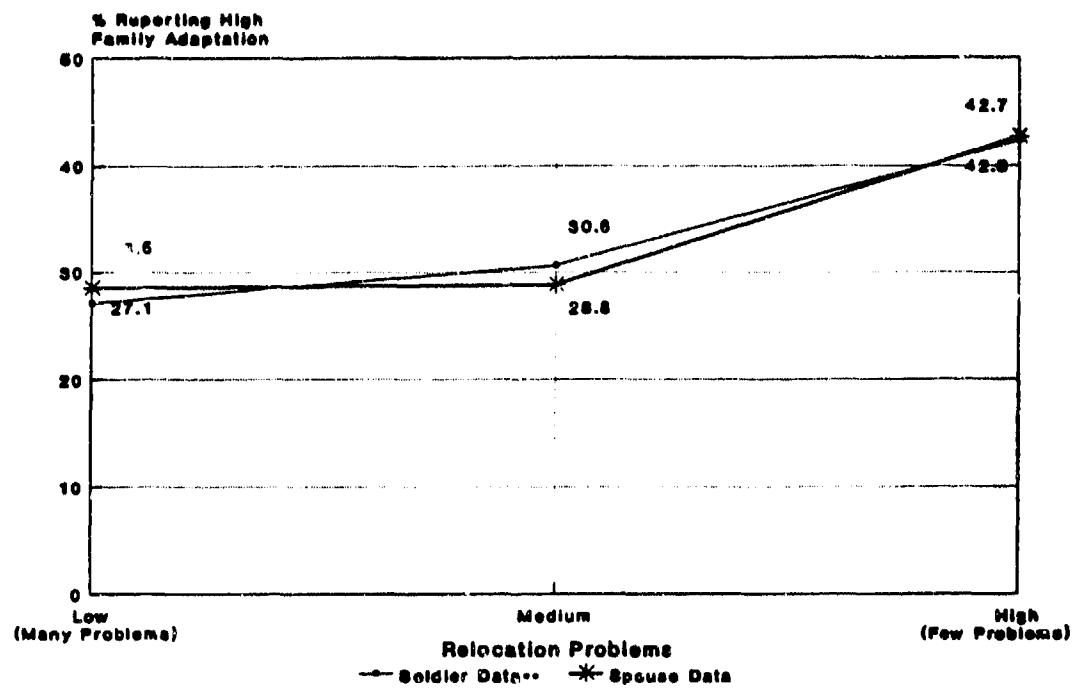
Table 4**Relationship Between Relocation Problems and Family Adaptation* (Soldiers)**

<u>Relocation Problems Index</u>	<u>Family Adaptation</u>		
	<u>Low</u>	<u>Medium</u>	<u>High</u>
Low (many problems)	38.7	34.6	27.1
Medium	31.9	32.5	30.6
High (few problems)	29.4	32.9	42.3

* Includes all soldiers who reported at least one PCS move and had a family.

Table 5**Relationship Between Relocation Problems and Family Adaptation (Spouses)**

<u>Relocation Problems Index</u>	<u>Family Adaptation</u>		
	<u>Low</u>	<u>Medium</u>	<u>High</u>
Low (many problems)	41.6	40.5	28.5
Medium	29.0	29.9	28.8
High (few problems)	29.4	29.5	42.7



- Separate analyses were run for soldiers and spouses.
- Soldier data only includes married soldiers with at least one PCS.

Figure 6. Relationship Between Relocation Problems and Family Adaptation*

We also found that soldiers who reported few problems with children adjusting to their new environment were more likely to have high family adaptation. This finding also confirms prior research that suggests that families' perceptions of the military as a good environment for raising children is an important predictor of retention and readiness (Orthner and Pittman, 1984).

Summary. The information in this section clearly indicates that:

- Relocation is at least a somewhat problematic experience for over half of all soldiers
- Soldiers with families are far more likely than singles to experience problems with relocation

- The quality of the relocation experience is related to overall family adaptation to the Army and may have important retention and readiness consequences.

The next section examines the factors that may affect family adjustment to relocation.

The Impact of Relocation on Families

This part of the analysis attempts to identify what types of families experience the most problems and to recognize under what circumstances these families experience problems.³ This information is important to the Army because it will help them target families who are at greatest risk of a difficult relocation experience. This analysis examines the influence of the:

- Number of children in the household
- The ages of the children
- The spouse's career/job status
- The cumulative number of moves experienced by a family
- Family's preference for the timing and location of the move.

This analysis also investigates whether the type of move (i.e., the region to which the family is moving) is a factor in increased relocation problems.

Table 6 reports frequencies of relocation problems for married soldiers and their spouses. More than half of the married soldiers reported problems with the following relocation issues:

- Costs incurred during the move (60.4%)
- Spouse finding employment at the current location (54.7%)
- Moving and setting up the household (51.2%).

³ In this section, analyses were conducted only on married soldiers whose spouse completed a survey. Soldiers and their spouses were matched so that the data could be compared.

Table 6**Percentage Reporting a Problem During Their Most Recent Move**

	<u>Soldiers*</u>	<u>Spouses</u>
Moving and Setting Up New Household	51.2%	47.2%
Cost Incurred During Move	60.4%	57.7%
Children's Adjusting to New Environment**	35.8%	31.3%
Spouse Adjusting to New Environment	35.6%	25.1%
Soldier Adjusting to New Environment	22.0%	15.9%
Spouse Finding Employment at New Location	54.7%	51.9%
Finding Permanent Housing	42.3%	43.0%

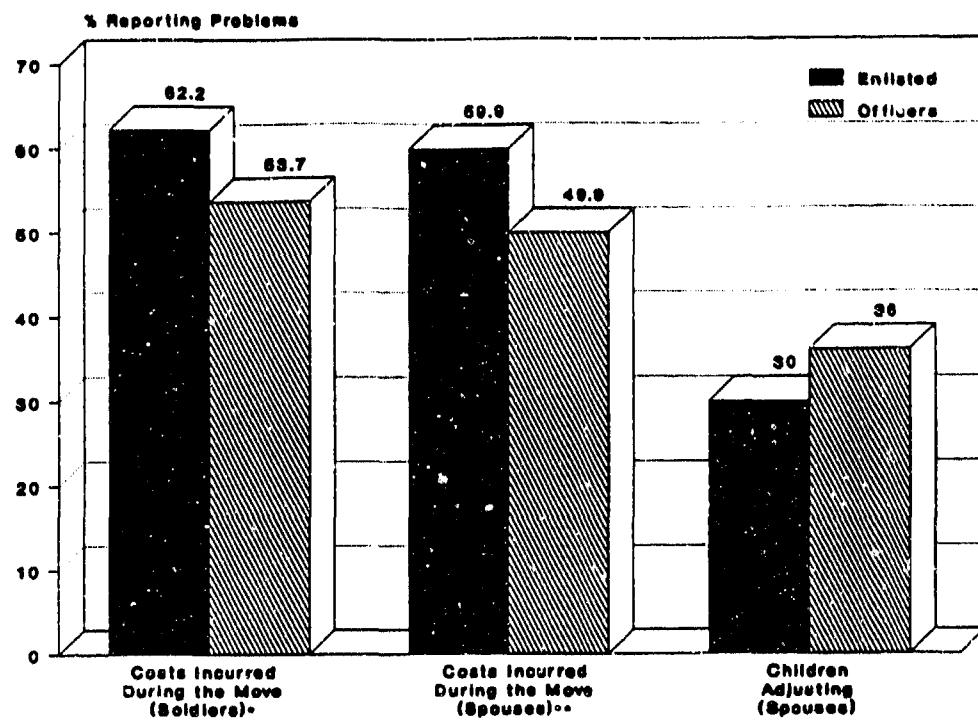
* Includes soldiers who reported at least one PCS move and had a spouse who completed a survey.
** Includes only those who reported at least one child.

In general, spouses reported similar levels of problems. Although they appear slightly less likely than soldiers to report having specific problems with relocation, there are no statistically significant differences between soldier and spouse reports of problems.

There are very few significant differences between married enlisted soldiers and officers for specific relocation-related problems. Enlisted soldiers and their spouses more frequently reported that costs incurred during the move were a problem; however, officers' spouses more frequently reported problems with children's adjustment to the new environment than enlisted spouses. This information is shown in Figure 7.

To facilitate analysis of family relocation experiences, a composite score of relocation problems was developed for spouses also. The relocation problems index was made up of the same items as the soldiers' scale. More than one-third of the spouses scored low (35.3%) on the relocation problems index indicating that they had experienced several serious relocation problems.⁴ Almost an equal number of spouses ranked high (35.1%) on the index, indicating that they had experienced very few serious relocation problems. This distribution is very similar to the distribution of responses for married soldiers.

⁴ As indicated in the Methods section, a low score on the relocation problems index indicates several serious problems with moving and setting up the household, costs incurred, finding housing, and adjusting to the new environment. A high score indicates that there were few problems in these areas.



* Includes soldiers who reported at least one PCS move and had a spouse who completed a survey.

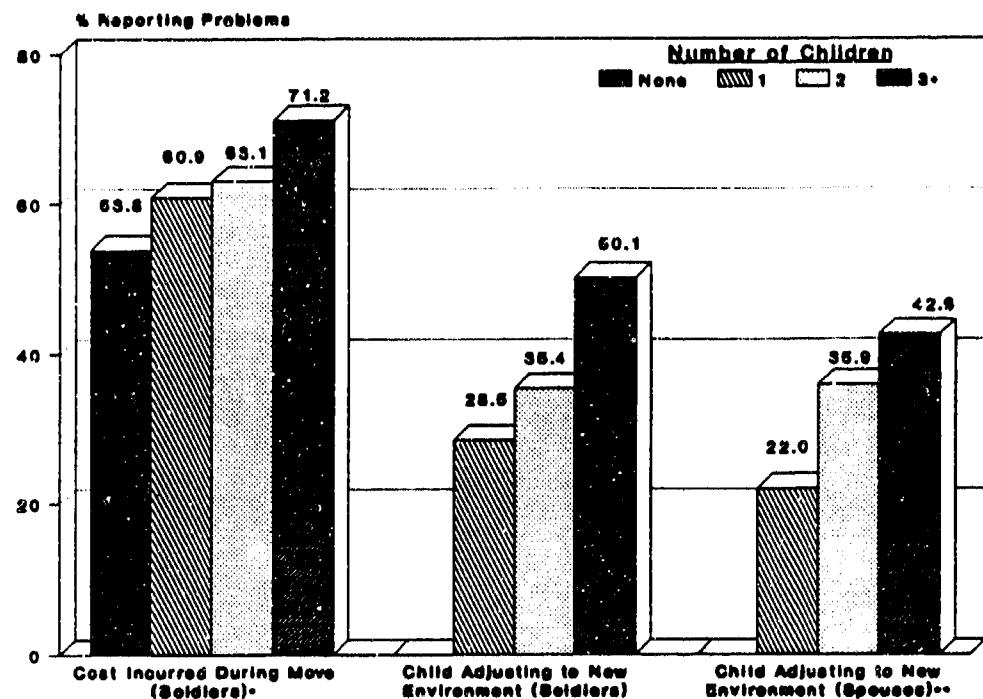
** Separate analyses were run for soldiers and spouses.

Figure 7. Significant Differences in Relocation Problems by Rank

Family size. This section examines the influence that number of children in a family has on relocation problems. For these analyses, families were reconstructed to reflect family composition at the time of relocation. The frequencies of reported problems increase significantly as family size increases in two areas (Figure 8):

- As family size increased, the number of soldiers who reported problems with costs incurred during the move increased
- As family size increased, the number of soldiers and spouses who reported problems with children adjusting to the new environment increased.

Family size was not significantly related to moving and setting up a new household, to the personal adjustment of the soldier or spouse to their new environment, or to problems finding permanent housing.



* Includes soldiers who reported at least one PCS move and had a spouse who completed a survey.

** Separate analyses were run for soldiers and spouses.

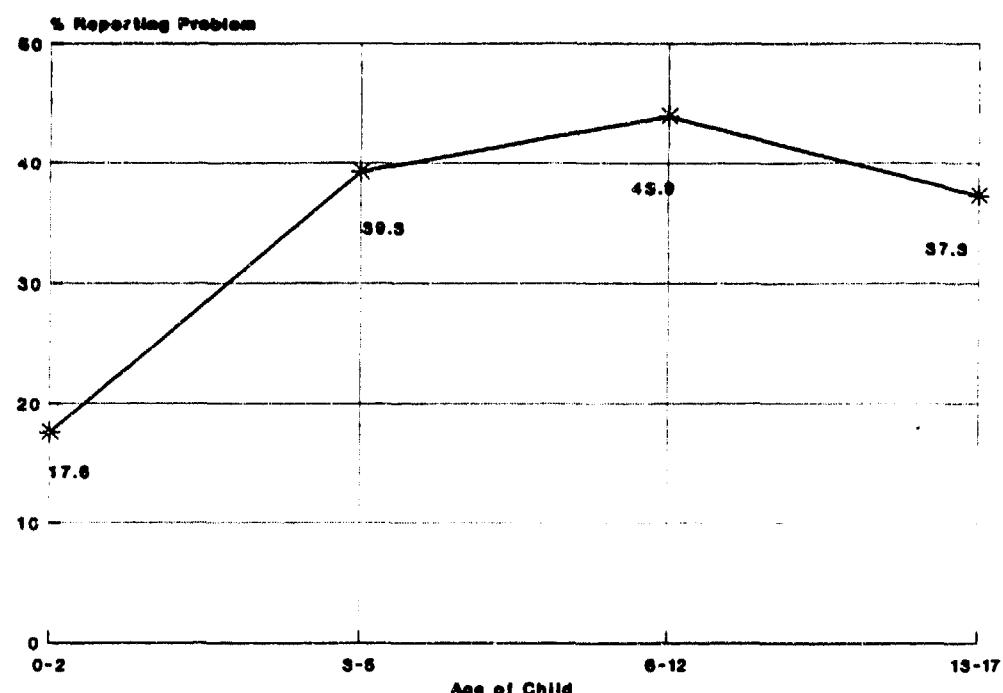
Figure 8. Significant Differences in Relocation Problems by Number of Children

Ages of children. We also examined the associations between age of children in the household and relocation problems. Ages were reconstructed to reflect how old the children were at the time of relocation. For these analyses, the children were grouped into the following categories:

- 0-2 years (Infants)
- 3-5 years (Toddlers and pre-school)
- 6-12 years (Elementary school)
- 13-17 years (Junior/Senior high school).

Two sets of analyses were conducted on children's ages. The first set looked at families who reported having one or more children in a particular age group, regardless of whether or not they had other children in other age groups; the second set looked at families who only had children within one age group. In general, the most problems were reported by families with children between the

ages of 6 and 12 years. Soldiers who had at least one child between the ages of 6 and 12 years were more likely to report problems with costs incurred during the move, children's adjusting to the new environment, and spouse adjusting to the new environment. This is further supported by information that soldiers who only had children between the ages of 6 and 12 years were slightly more likely than soldiers with older or younger children to report problems with children adjusting to the new environment (Figure 9). Children's adjustment to the new environment was much less likely to be a perceived as a problem when the child was 0 to 2 years old, than when the child was older.



* Based on families who had children in one age group only.

Figure 9. Problem with Child Adjusting to New Environment (Soldier)*

The association between children's age and relocation problems varied somewhat by rank. Enlisted soldiers and spouses who either had at least one child or only children between the ages of 6 and 12 years were more likely than officers to report problems with children's adjusting to the new environment. Also, enlisted soldiers who had at least one child in that age group (6-12 years) were more likely to report problems with costs incurred during the move and spouse adjusting to the new environment.

Officers, however, who had at least one child between the ages of 13 and 17 years were more likely than enlisted to report problems with costs incurred

during the move. Officer spouses were more likely to report problems with children adjusting when there was at least one child between the ages of 13 and 17 years.

Overall, these findings suggest few differences in the level of reported relocation adjustment problems based on age of children after a child reaches pre-school age. Based on prior research, we expected we might find higher levels of problems with children adjusting for 13-17 year old children. Unfortunately, our ability to explore this issue in-depth is limited by the characteristics of the data set, which make it difficult to separate out effects for families with multiple children, as well as to reconstruct age at relocation accurately.

Spouse career/job status. The spouse's career and job status may influence the number and magnitude of relocation problems. This would be especially true if spouses had to give up a profitable career when the soldier was relocated. This career disruption may affect not only the spouse's reaction to the relocation, but the family's income as well.

On the average, the spouses in the sample had been at their present location for about two years. Almost half of the spouses (48.1%) reported that they were currently either looking for work or already employed. Almost three fourths of the employed spouses (72%) reported they were employed in a non-professional position (Table 7). Unfortunately no data was available about spouse employment status prior to the last PCS.

Table 7
Spouse Employment Status

Not in labor force	44.1%
Unemployed, but looking	7.8%
Employed, non-professional	34.6%
Employed, professional	13.5%

As might be expected, there is a strong relationship between reported problems finding employment at the new location and current employment status. Spouses who were currently unemployed but looking for work were almost twice as likely as employed spouses to report that finding employment was a relocation problem (Figure 10). Interestingly about two-thirds of spouses who were not currently in the labor force reported problems finding employment. This information suggests that there may be a large number of hidden unemployed, or spouses who would like to work, but have given up their job search.

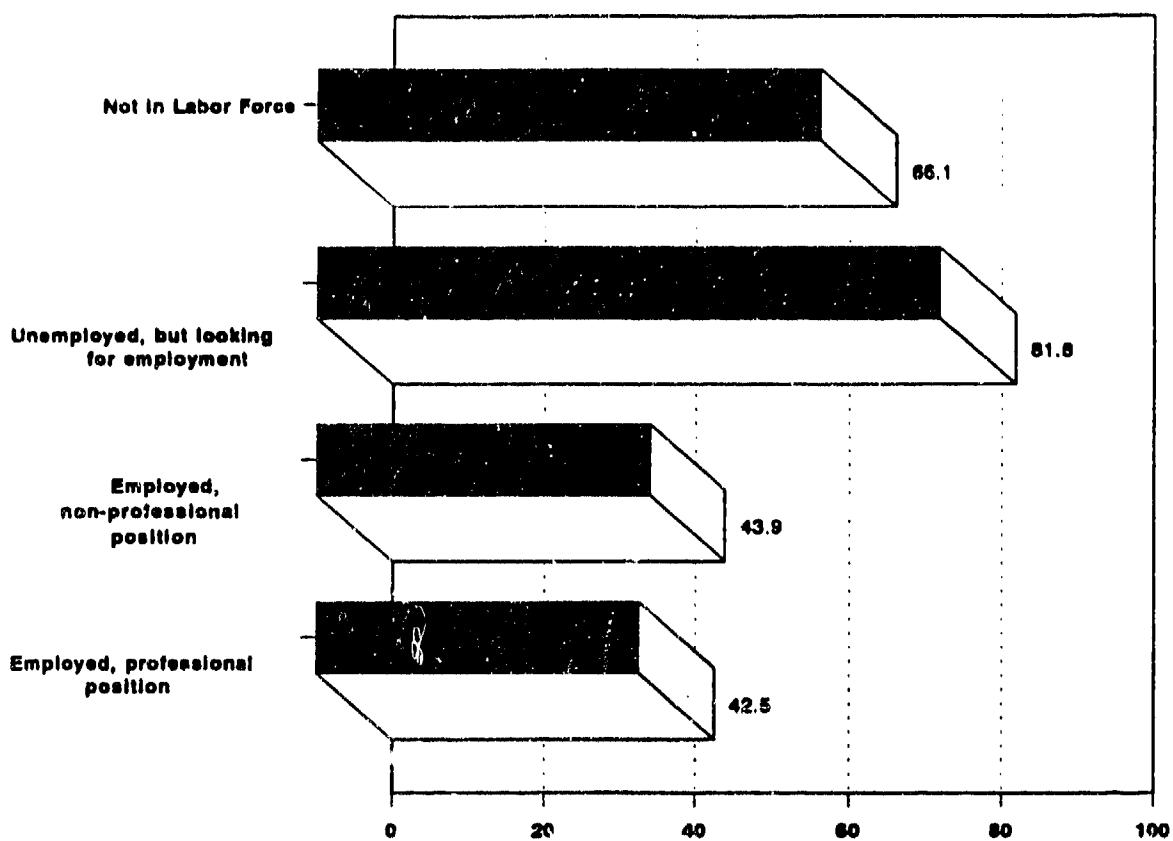


Figure 10. Percentage of Spouses Reporting Problems Finding Employment

Cumulative number of moves. Another relocation question is whether it gets easier to move with experience. Previous research has provided mixed findings on this issue. Some studies suggest that it gets easier to move with experience, as soldiers and families become accustomed to moving and more efficient at planning, and moving, and setting up a new household and support system. Others suggest moving gets more difficult over time as soldiers and families acquire more belongings and tire of relocating.

For these analyses, "cumulative number of moves" was defined as the number of moves spouses have made with the soldier. The majority of soldiers (55.4%) had moved with their families three or more times.

We found very few significant relationships between relocation problems and cumulative number of moves. Officers were more likely to report problems with costs incurred during the move as number of moves increased (Figure 11). More than three-fifths of the officers who had moved five or more times reported

problems with costs incurred during the move. Officer spouses were more likely to report problems with children adjusting to the new environment as the number of moves increased (Figure 12). Otherwise, there were no significant relationships. These findings may indicate that experience helps compensate for the increased belongings and family responsibilities of older soldiers, so that families at all stages of their career are equally likely to find relocations problematic, though perhaps for different reasons.

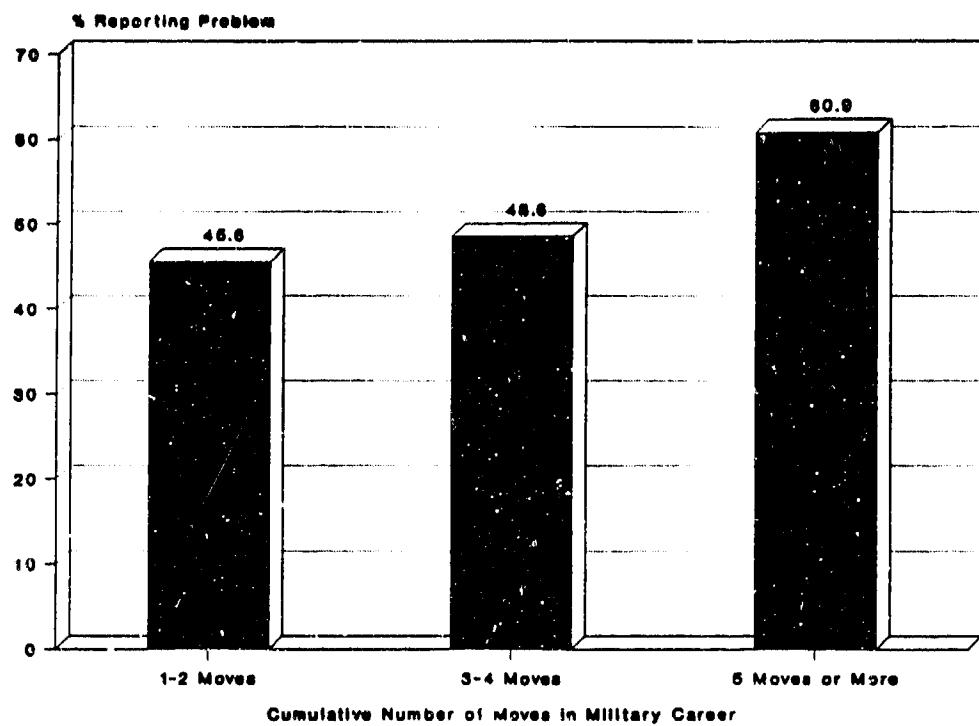


Figure 11. Percentage of Officers Reporting Problems with Costs Incurred During the Move

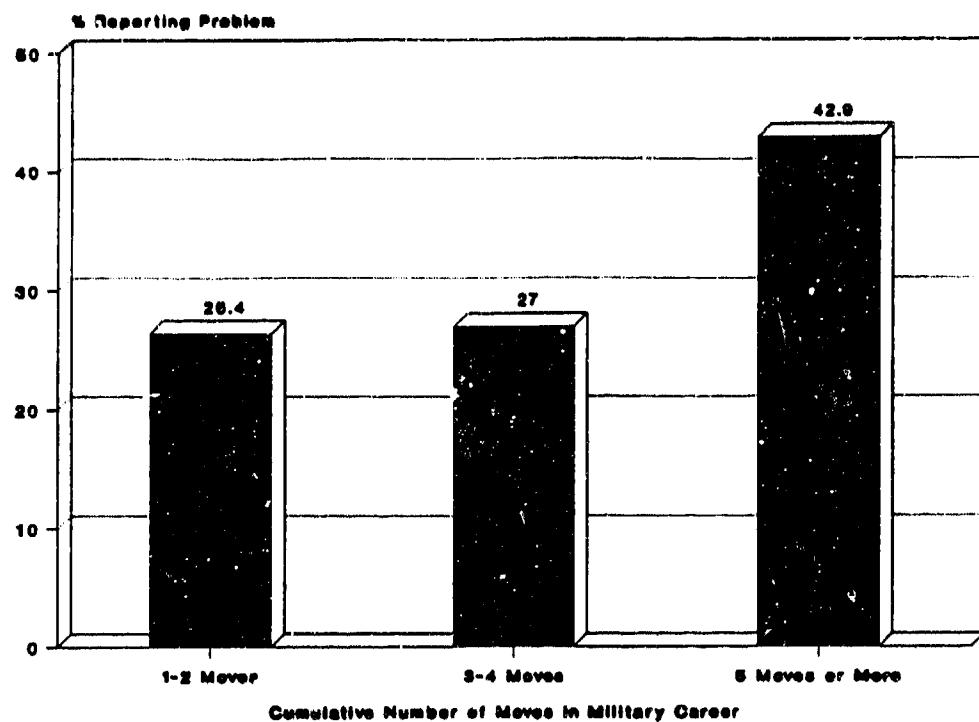


Figure 12. Percentage of Officer Spouses Reporting Problems with Children Adjusting to the New Environment

Type of move. Problems during relocation may increase as result of where the soldier moved. In this report, "type of move" is defined by the region to which a soldier and his family moved. The regions were categorized as either:

- CONUS
- Europe
- Other OCONUS.

In general, soldiers moving to Europe were most likely to experience relocation problems. Figure 13 shows the relationship between type of move and the relocation problems index. Soldiers moving to CONUS locations scored highest on the index, indicating fewer relocation problems.

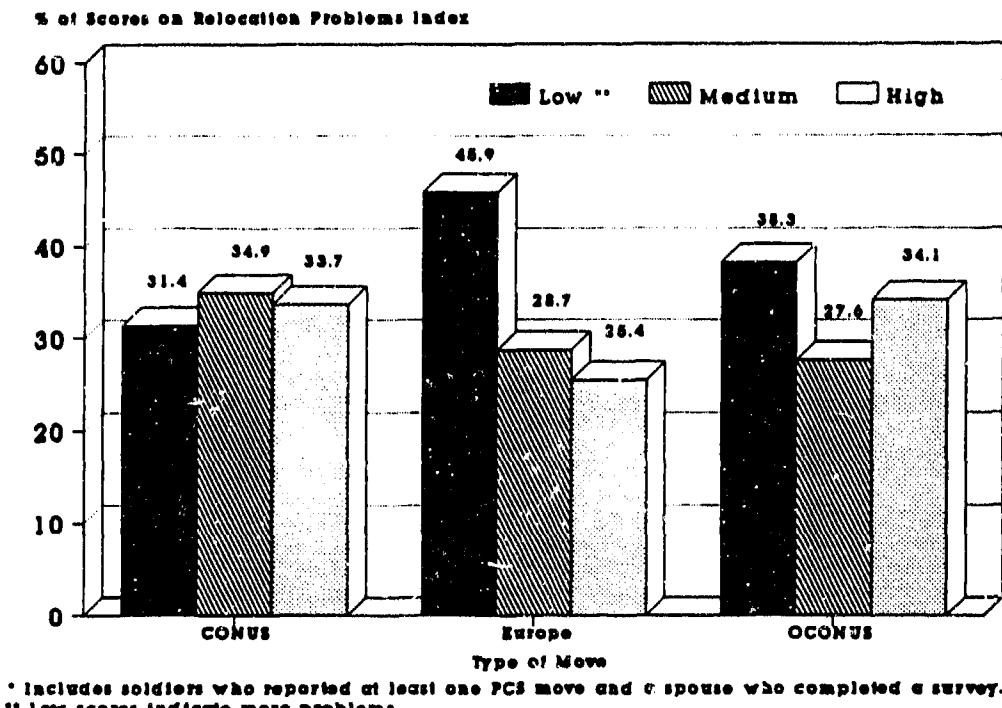
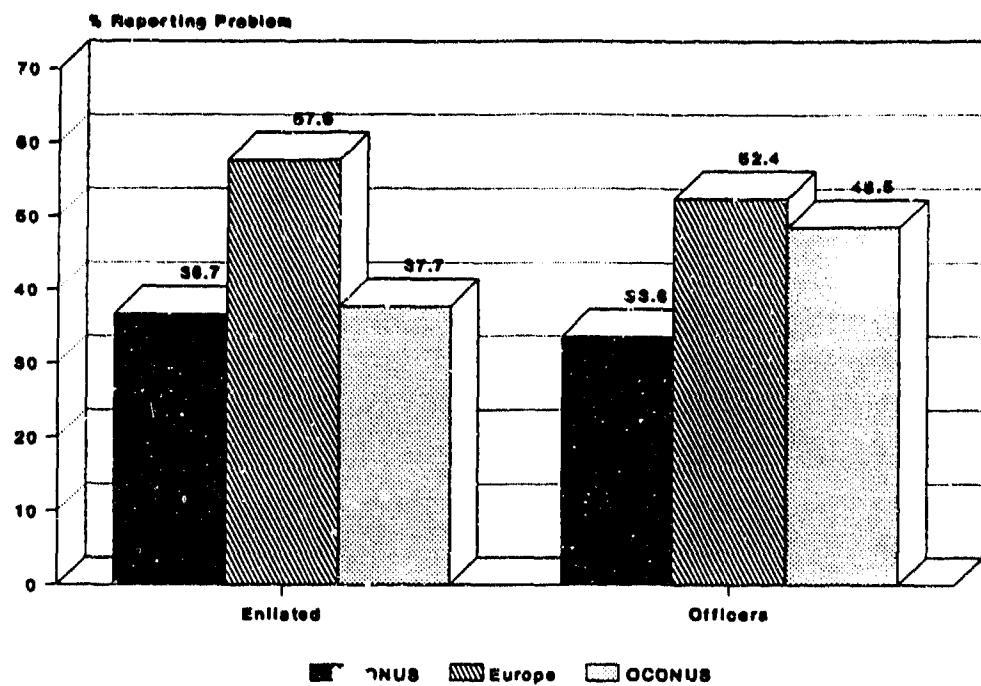


Figure 13. Relationship Between Type of Move and Relocation Problems (Soldiers)*

When specific relocation problems were examined, however, type of move only had a statistically significant effect on problems with finding permanent housing. Soldiers who moved to Europe were more likely to report problems with finding permanent housing than were soldiers moving to CONUS or to other OCONUS locations. This relationship held for both enlisted soldiers and officers (Figure 14). Spouses who moved to Europe were also more likely to report problems finding permanent housing. This relationship was significant for spouses of enlisted soldiers, but not spouses of officers.

Preference for location and timing of move. Another important relocation issue is the soldier's and family's preference for the location and the timing of the move. In Table 8, location and timing preference for soldiers and spouses are shown. For almost half of the soldiers (41.8%) and spouses (49.7%), both the location and the timing of their move were good. Location was more likely to be problematic for families than timing.



* Includes soldiers who reported at least one PCS move and had a spouse complete a survey.

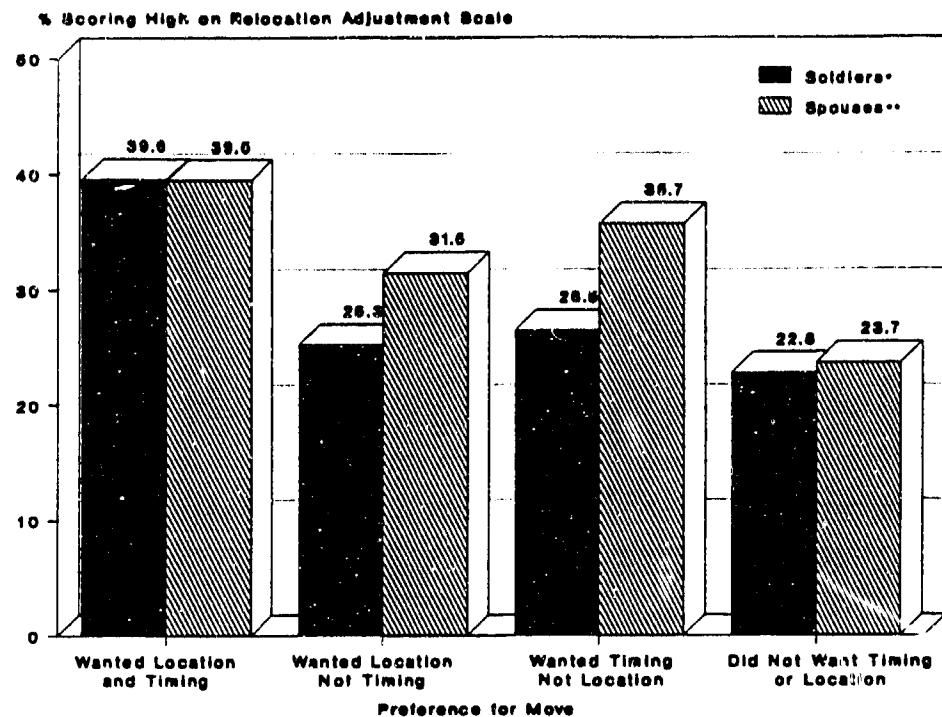
Figure 14. Problems Finding Permanent Housing by Type of Move*

Table 8

Preference for Location and Timing of Move

	<u>Soldiers</u>	<u>Spouses</u>
Wanted to move to location, at that time	41.8%	49.7%
Wanted to move to location, but not at that time	7.5%	8.0%
Wanted to move at that time, but not to location	28.4%	24.4%
Did not want to move to location nor was it a good time to move	22.2%	17.4%

There is a strong relationship between location and timing of move and relocation problems. Both soldiers and spouses had fewer problems when they wanted to move to their current location at the time they moved (Figure 15). This relationship is significant for enlisted soldiers, but not for officers.

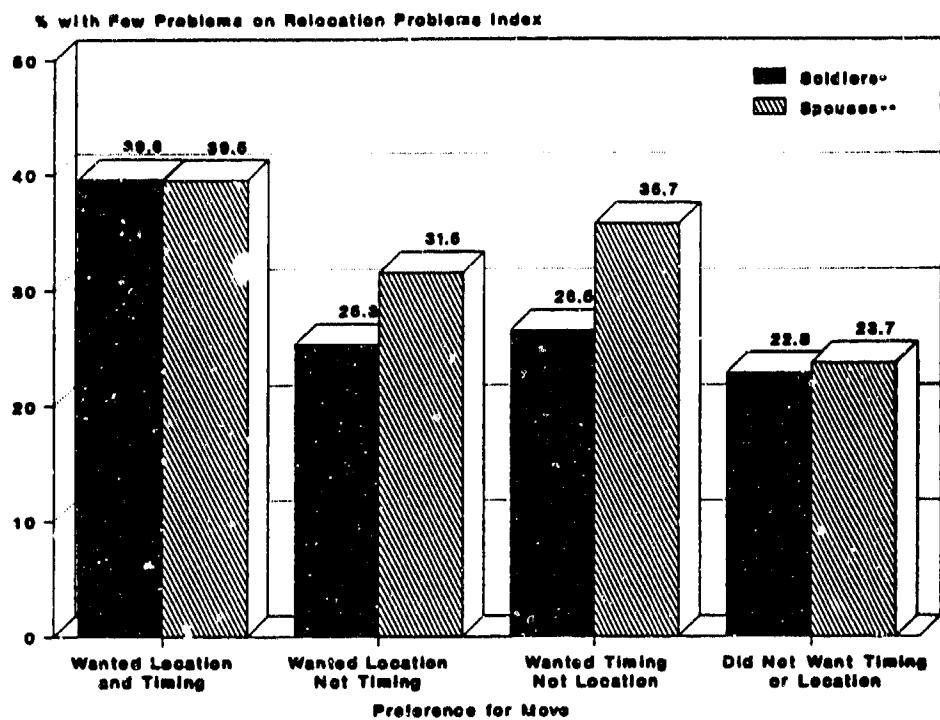


* Includes soldiers who reported at least one PCS move and had a spouse who completed a survey.

** Separate analyses were run for soldiers and spouses.

Figure 15. Relocation Problems by Preference for Location and Timing of Move

Soldiers and spouses who preferred their location and timing of move also were much less likely to report problems with children's adjusting to the new environment (Figure 16). Officer spouses also reported fewer problems finding employment when they were able to move to a desired location at a favorable time.



* Includes soldiers who reported at least one PCS move and had a spouse who completed a survey.

** Separate analyses were run for soldiers and spouses.

Figure 16. Problems with Children's Adjustment by Preference and Timing of Move

Summary. Figure 17 summarizes the significant relationships ($p < .01$) between family attributes and relocation problems. The matrix highlights those problem areas where there are important differences between groups in the extent of problems reported. An absence of significant relationships does not indicate that the problem area was not important, simply that the problem was experienced uniformly regardless of family attributes. Overall, costs incurred during the move and child's adjustment to the new environment were mostly heavily influenced by family characteristics and circumstances. Soldier and spouse adjustment to the new environment were not associated with any of the family attributes. Scores on the relocation problems index were influenced by family composition, the type of

FAMILY ATTRIBUTES	Relocation Problems Index	PROBLEM AREA						Spouse Finding Permanent Housing
		Moving and Setting Up a New Household	Costs Incurred During the Move	Child's Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Employment at New Location	
Family Composition	S	S	S	X	X	X	X	S
Rank	X	X	S SP	SP	X	X	X	X
Number of Children	X	X	S	S SP	X	X	X	X
Age of Children	X	X	X	S SP	X	X	X	X
Spouse Job Status	NR	NR	NR	NR	NR	NR	SP	NR
Cumulative Number of Moves	X	X	O	OS	X	X	X	X
Type of Move	S	X	X	X	X	X	X	S SP
Preference for Location & Timing of Move	S SP	NR	NR	S SP	NR	NR	OS	NR

* Only attribute that includes all soldiers who have PCSed at least once. All other attributes only include soldiers with families who have PCSed at least once.

S = Significant for Soldiers
SP = Significant for Spouses
O = Significant for Officers Only
OS = Significant for Officers' Spouses Only

X = Not Significant
NR = Relationship Not Tested

Figure 17. Summary of Family Attributes and Relocation Problems – Significant Findings

move, and preference for location and timing of move. Multiple regressions confirmed the independent effects of the reported variables on the problems index.

The Army's Role in Relocation Assistance

Before and after relocation, there are many potential sources of assistance for soldiers and families. These sources may be formal or informal ranging from obtaining information about the new location to receiving help from a neighbor. The Army offers relocation assistance programs for soldiers and their families, and the Army community offers social support. For these analyses, all soldiers who have PCSed at least once have been included; these analyses include single soldiers.

Three survey sections addressed relocation assistance. One section provided data on the availability and timing of relocation information provided by the Army. Another set of questions, included only on the spouse survey, provided data on formal and informal sources of assistance with relocation. Finally, the soldier and spouse surveys provided data on reported use and perceived usefulness of Army relocation services.

Relocation information. An important part of relocation assistance is helping the soldier and family to become familiar with the new location. Prior research has suggested that receiving information about the new location and about the relocation process eases relocation worries. Information can either be provided by the Army before the move (pre-move) or after the move (post-move) or both.

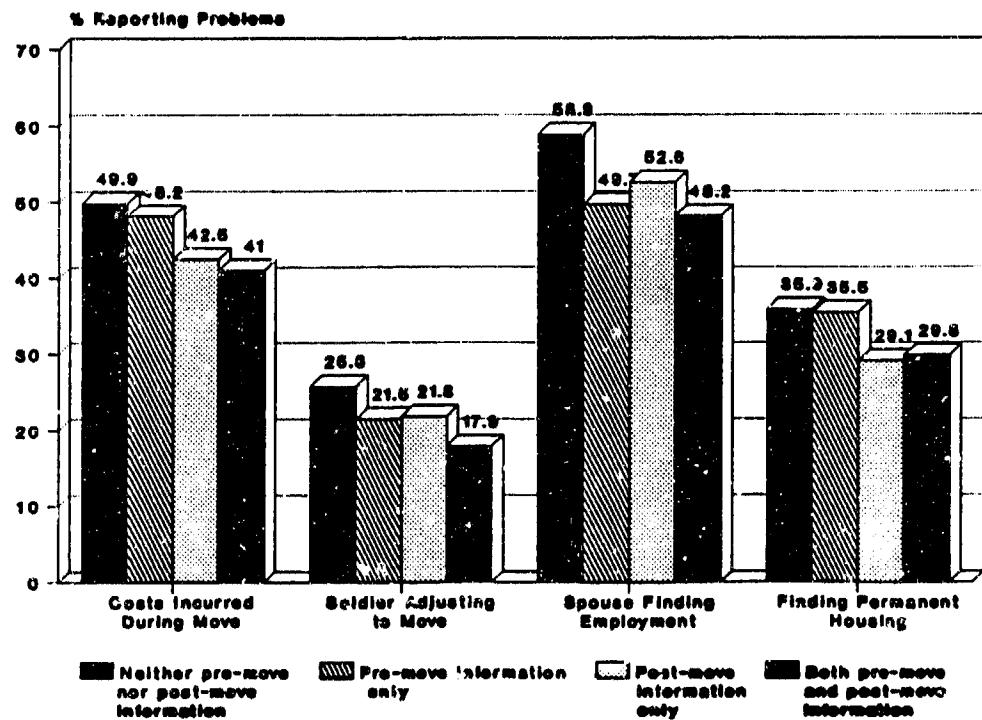
In Table 9, the frequencies of type of move information provided by the Army is reported. Almost one-fifth of all soldiers (18.8%) and more than one-fourth of the spouses (27.1%) indicated that they did not receive any information from the Army about their new location. Only 40.9% of the soldiers and 33.9% of the spouses received both pre-move and post-move information. The information in Table 9 suggests that spouses are more likely to get pre-move information, and soldiers are more likely to receive information after the move.

For all soldiers, there is a relationship between the type of move information provided by the Army and problems with costs incurred during the move, soldier adjusting to the move, spouse finding employment at the new location, and finding permanent housing. For all four of these relocation issues, the highest percentage

Table 9**Availability Of Move Information**

	All Soldiers	Spouses
No Information	18.8%	27.1%
Pre Move, no Post Move	6.4%	24.5%
No Pre Move, Post Move Only	33.8%	14.5%
Both Pre and Post Move	40.9%	33.9%

of soldiers reported problems when no information had been provided (Figure 18). The fewest number of soldiers reporting problems with costs incurred during the move, soldier adjusting to the new environment, and spouses finding employment received both pre-move and post-move information.

**Figure 18. Relocation Problems by Type of Move Information (Soldiers)**

If soldiers only received information on one occasion, they were less likely to report problems with costs incurred and finding permanent housing when they received post-move information. However, soldiers were less likely to report problems with spouse finding employment when they received pre-move information.

These relationships were not statistically significant when analyses were conducted on married soldiers only. There were no significant associations between information and relocation problems for this group. For spouses, though, there were significant relationships between move information and moving and setting up a new household and finding permanent housing (Figure 19). Spouses who received both pre- and post-move information were much less likely to report problems in both areas than those who received no information or information at one time only. Pre-move information was more helpful than post-move information, especially in reducing problems with moving and setting up the household.

RELOCATION PROBLEMS BY TYPE OF MOVE INFORMATION (SPOUSES)

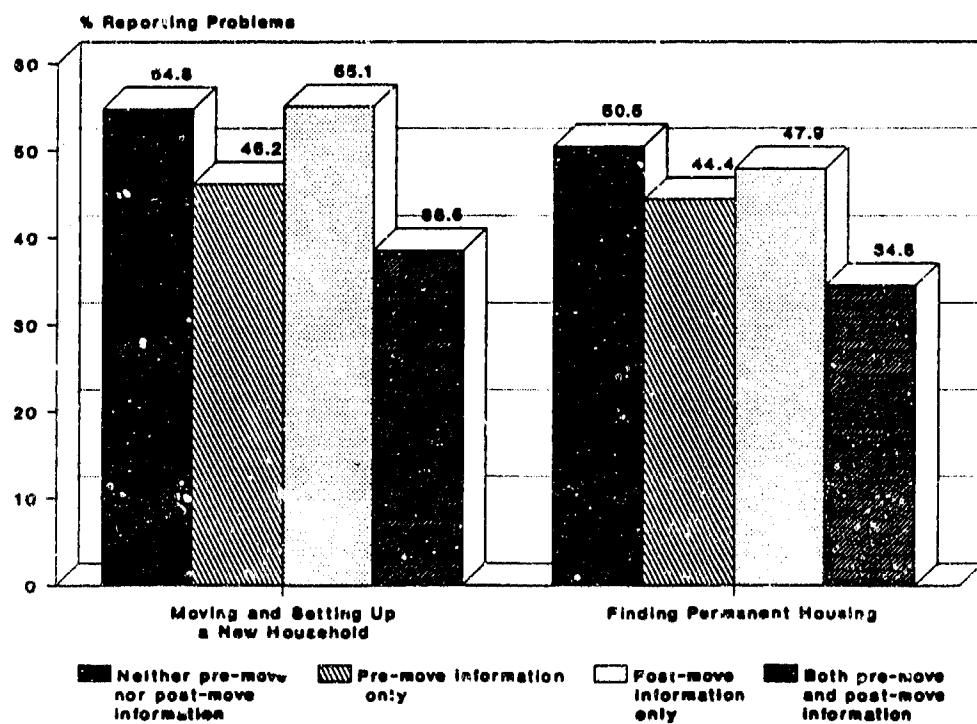


Figure 19. Relocation Problems by Type of Move Information (Spouses)

These associations vary by rank. Enlisted soldiers and spouses were more likely than officers and their spouses to report problems when no information was received.

Sources of relocation assistance. Spouses were asked to indicate which sources of relocation assistance helped them when they moved to their new location.⁵ In Table 10, the frequencies of the spouse's responses are shown. Most of the spouses (87.2%) reported that their husband or wife helped them move. More than 40% said a neighbor or friend helped them; while only 15.5% said they received help from ACS personnel.

Table 10

Sources of Relocation Assistance

Assigned Sponsor	21.0%
Leader(s) of your spouse's unit	20.2%
Someone else in your spouse's unit	26.6%
Spouse of a leader of your husband's/wife's unit	10.3%
Spouse of someone else in your husband's/ wife's unit	15.5%
Your husband/wife	87.2%
Someone from Army Community Service	15.5%
A neighbor or friend	42.5%

There were very few associations between the source of relocation assistance and frequency of relocation problems. However, enlisted spouses were less likely to report problems with children adjusting to the new environment when they received assistance from either a spouse of someone in the soldier's unit or a neighbor or a friend (Figure 20). Officer spouses were less likely to report that their spouse had problems adjusting to the new environment when a unit leader or someone else in the unit provided assistance (Figure 21). Also, officer spouses were less likely to report problems finding permanent housing when a neighbor or friend was a source of relocation assistance.

⁵ This question was not asked on the soldier survey.

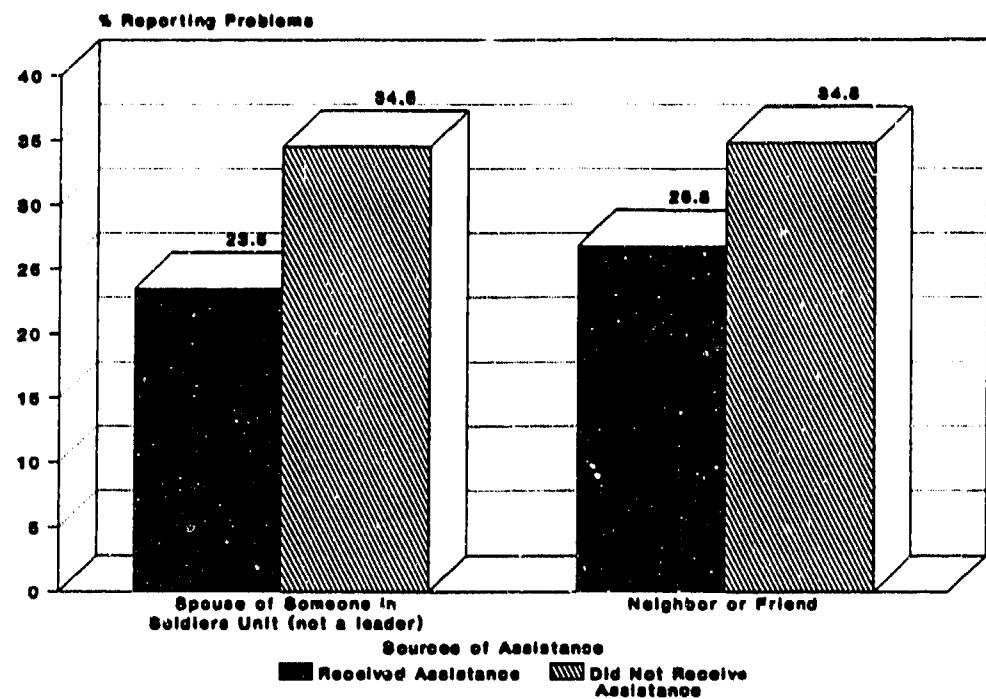


Figure 20. Children Adjusting to New Environment by Sources of Assistance (Enlisted Spouses)

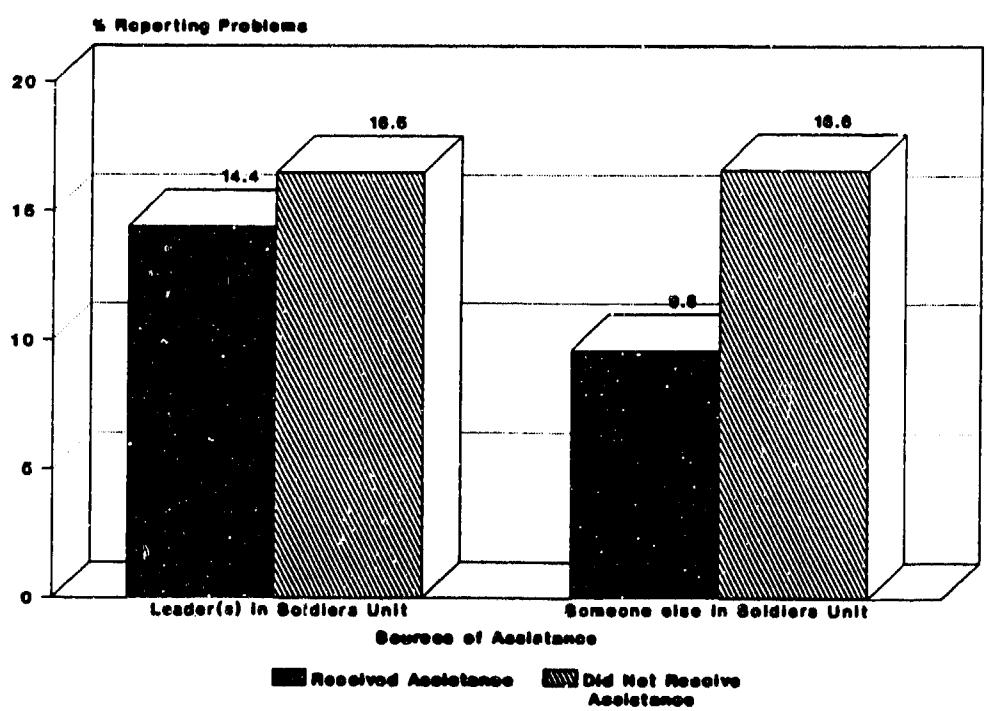


Figure 21. Soldier Adjusting to New Environment by Sources of Relocation Assistance (as reported by Officer Spouses)

Use of services. The Army has developed many relocation assistance programs to help soldiers and their families during relocation. These services include the following:

- Budget counseling
- Spouse employment referral
- Spouse career planning
- Spouse employment skills training
- Community orientation
- Pre-move information
- Sponsorship assistance
- Lending closet
- Relocation counseling
- Housing location referrals.

The purpose of this section is to identify which programs and services are used by soldiers and families and which services are thought to be useful.

Overall, soldiers and spouses most frequently used the housing location referral service. Almost half of the soldiers (47.1%) and more than half of the spouses (52.6%) reported that they used housing location referrals (Table 11). About one-fourth of the soldiers and spouses reported that they used sponsorship and community orientation. More than one-third of the spouses (34.2%) reported that they used the lending closet. On the other hand, very few soldiers and spouses reported that they used spouse career planning, spouse employment skills training, relocation counseling, or budget counseling. With the exception of budget counseling, these services were not available at most installations at the time of the survey.

Table 11

Relocation Assistance Service Use (% Used at Current Location)

	<u>Soldiers</u>	<u>Spouses</u>
Housing Location Referrals	47.1%	52.6%
Sponsorship Assistance	27.9%	24.9%
Community Orientation	26.5%	24.5%
Lending Closet	23.6%	34.2%
Pre-Move Information	23.6%	28.3%
Spouse Employment Referrals	18.9%	25.1%
Budget Counseling	11.5%	6.6%
Relocation Counseling	8.1%	7.3%
Spouse Career Planning	6.3%	7.6%
Spouse Employment Skills Training	5.7%	7.1%

Soldiers were more likely than spouses to use budget counseling, community orientation, and sponsorship. Spouses were more likely to use spouse employment referrals, spouse employment skills training, pre-move information, and housing location referrals.

Use of services varied by family composition. Of all household types, married couples with children were the most likely to use the following services:

- Spouse career planning
- Spouse employment skills training
- Pre-move information
- Sponsorship assistance
- Lending closet
- Relocation counseling.

Single parents were more likely than married couples to use budget counseling. Married couples with no children were more likely than any other type of household to use:

- Spouse employment referral
- Community orientation
- Housing location referrals.

The data on the use of spouse employment services suggest that spouses without children may be more likely to want assistance in finding a job (employment referral), whereas spouses with children are relatively more likely to be interested in skills training or career planning assistance that will help them with future employment--presumably when the children are older.

Service use also varied by rank and within rank, by paygrade. Overall, officers were more likely than enlisted to use:

- Community orientation
- Pre-move information
- Sponsorship assistance
- Lending closet
- Housing location referral.

Enlisted soldiers were more likely than officers to use:

- Budget counseling
- Spouse employment skills training.

Senior officers were more likely than any other paygrade group to use community orientation, pre-move information, sponsorship assistance, lending closet, and relocation counseling. Junior officers were most likely to use housing location referrals, and junior enlisted soldiers were more likely than any other paygrade to use budget counseling.

Differences in service use by rank were particularly pronounced for the sponsorship program (Figure 22). This unit-managed program assigns soldiers at the gaining unit to assist incoming soldiers and their families with their transition. The low rate of assignment of sponsors for junior enlisted (13.5%) is not surprising, since Army regulations in effect at the time of the survey suggest that this group is not targeted for sponsorship services. The relatively low rates of sponsorship for senior enlisted (30%) and junior officers (46.1%), compared to 59.1% for senior officers, however, indicates that this program is far less uniformly implemented than intended.

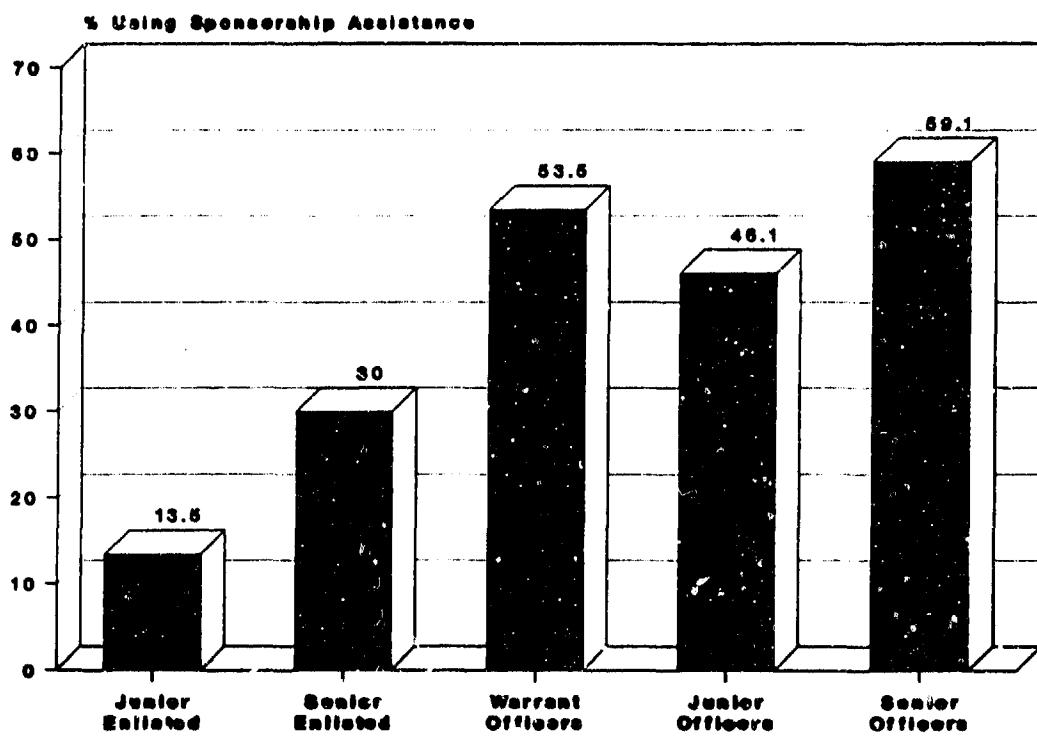


Figure 22. Sponsorship Assistance by Paygrade

Service use also varied by type of move. Soldiers who moved to Europe tended to use services more, especially community orientation and housing location referral (Figure 23).

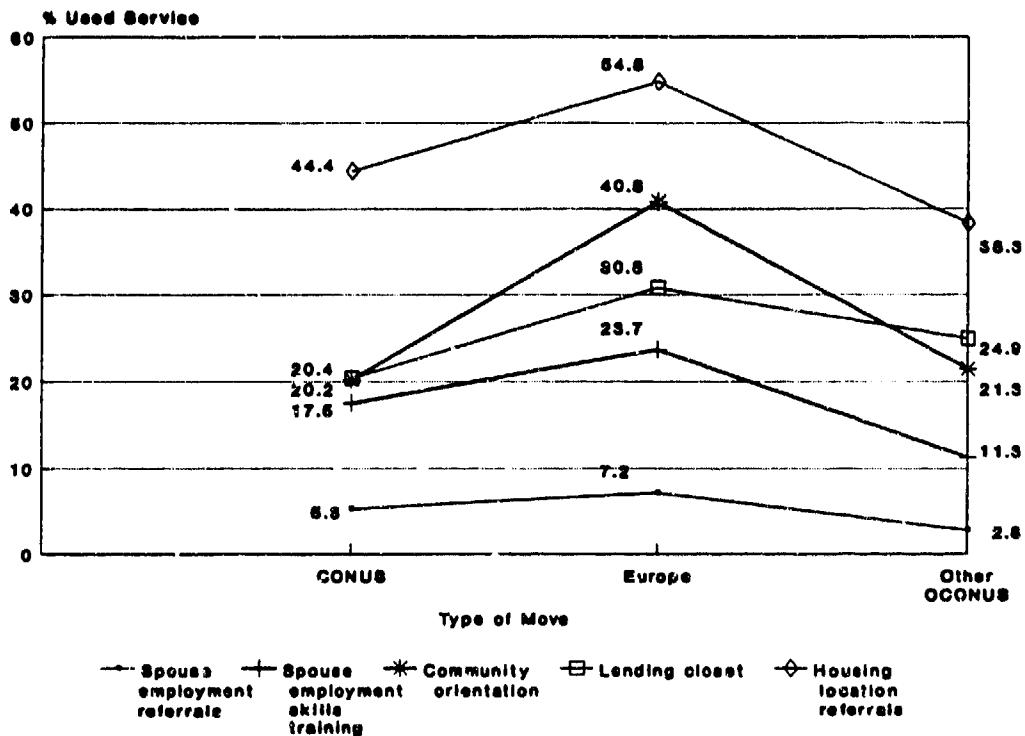


Figure 23. Use of Service by Type of Move (Soldiers)

In Figure 24, all the significant findings on variations in service use are summarized. The chart indicates those instances where one subgroup was significantly more likely than others to use a particular service. In general, families in Europe, couples with children, and officers were most likely to use relocation support services.

Perceived usefulness of services. Overall, the overwhelming majority of soldiers and spouses reported that the Army's relocation assistance services were useful to provide, whether or not they had actually used the service (Table 12).

		Family Composition				Rank				Type of Move			
		Single Parent	Married No Children	Married W/Children	Officer	Enlisted	C2NUS	Europe	Other CONUS				
Budget Counseling		S				S	SP	S	SP	S	SP	S	
Spouse Employment Referrals			S			S	SP	S	SP	S	SP	S	
Spouse Career Planning				S		S	SP	S	SP	S	SP	S	
Spouse Employment Skills Training					S	S	SP	S	SP	S	SP	S	
Community Orientation					S	S	SP	S	SP	S	SP	S	
Pre-move Information					S	S	SP	S	SP	S	SP	S	
Sponsorship					S	S	SP	S	SP	S	SP	S	
Lending Closet					S	SP	S	S	SP	S	SP	S	
Relocation Counseling					S								
Housing Location Referrals					S					S		S	

S = Soldier Data

SP = Spouse Data

Figure 24. Summary of Significant Findings on Relocation Assistance Service Use

The largest proportion of soldiers reported that housing location referral (60.5%) and sponsorship assistance (57.7%) were very useful for the Army to provide; while only 44.4% reported that relocation counseling was very useful to provide.

Table 12

Usefulness Of Relocation Assistance Service

	Very Useful		Somewhat Useful		Not Useful	
	<u>Soldiers</u>	<u>Spouses</u>	<u>Soldiers</u>	<u>Spouses</u>	<u>Soldiers</u>	<u>Spouses</u>
Budget Counseling	47.2	54.9	41.7	37.3	11.1	7.8
Spouse Employment Referrals	57.2	66.3	31.0	27.9	11.8	5.7
Spouse Career Planning	47.1	54.0	39.0	38.0	13.9	8.0
Spouse Employment Skills Training	51.5	65.4	35.3	27.7	13.2	6.9
Community Orientation	52.0	64.9	39.4	30.0	8.7	5.1
Pre-Move Information	55.7	69.9	36.2	26.2	8.1	3.9
Sponsorship Assistance	57.7	63.7	32.8	29.5	9.4	6.8
Lending Closet	58.8	66.5	35.9	28.8	8.3	4.8
Relocation Counseling	44.4	51.0	43.7	40.6	11.9	8.4
Housing Location Referrals	60.5	73.1	31.4	22.7	8.0	4.1

More than half of all spouses reported that all of the relocation assistance services were very useful for the Army to provide. In general, spouses provided higher ratings of usefulness of services than soldiers and were significantly more likely than soldiers to rate the following services as very useful:

- Budget counseling
- Spouse employment referrals
- Spouse employment skills training
- Community orientation
- Pre-move information
- Lending closet
- Housing location referrals.

Single soldiers with no children were less likely than married soldiers or single parents to report spouse employment referral and lending closet as being very useful for the Army to provide. Otherwise, despite differences in use, there are no significant differences based on family status in reported usefulness of services.

Perceptions of usefulness varied similarly by rank to the patterns of service use. Officers were more likely than enlisted to report pre-move information, sponsorship assistance, and housing location referral as very useful for the Army to provide. Enlisted soldiers were more likely than officers to report that budget counseling, financial class preparing for PCS, and spouse employment training were very useful for the Army to provide. Also, reported usefulness varied by region; soldiers in Europe were more likely than soldiers elsewhere to report that services were useful for the Army to provide.

Those who used a service were much more likely than non-users to indicate that the service was useful to provide. Figure 25 illustrates this trend for selected relocation services.

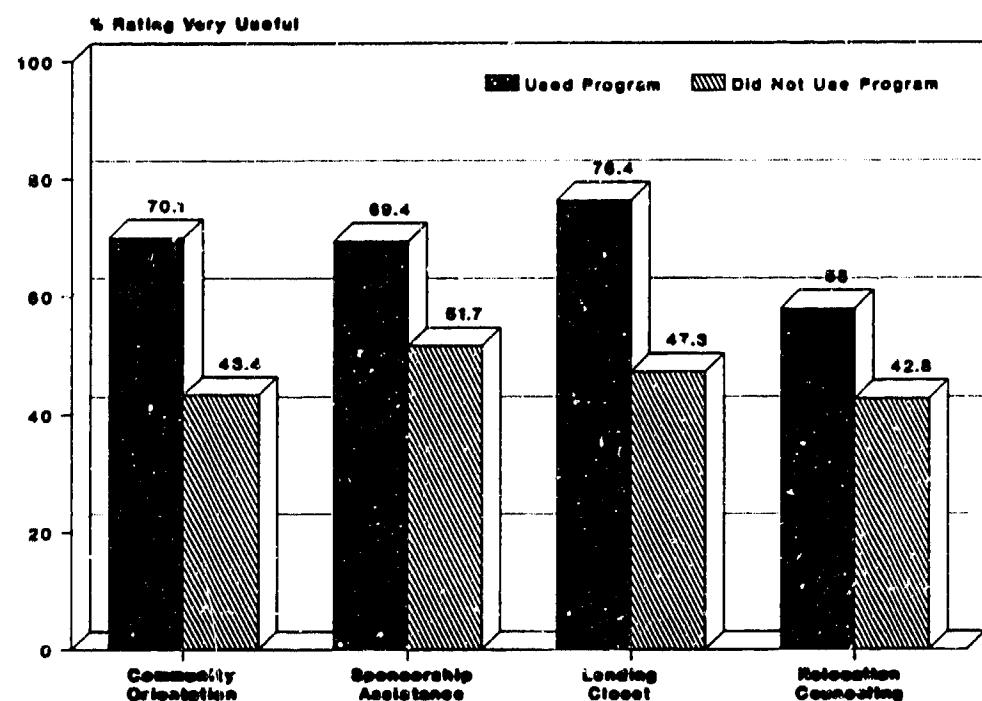


Figure 25. Program Use and Ratings of Usefulness (All Soldiers)

Summary. Overall the findings on relocation assistance indicate that:

- With the exception of pre/post move information and housing information and housing relocation referrals, most Army relocation services reach less than 30% of the population
- The receipt of pre/post information about a location is significantly related to the severity of relocation-related problems
- Soldiers and spouses overwhelmingly believe that the Army's relocation services are useful for the Army to provide, and at least 50% perceive most services to be very useful. Those who used a particular service were much more likely than non-users to rate it as very useful for the Army to provide.

More information on service use and usefulness is provided in a forthcoming Army Family Research Program report, Army Community Support Programs: Needs and Access Among Army Families (Devine, Rullman, and Gaston, in process).

Conclusions and Implications for the Army

This report provides detailed information on the types of relocation problems experienced by Army soldiers and family members, as well as on the use and usefulness of services provided by the Army to help soldiers and families cope with relocation. Consequently it provides insights for policy, command and program personnel into the types of relocation support policies and services that can best support soldier, family and Army needs.

Importance of Relocation Issues to the Army

The Army and the other service branches have recently stepped up their efforts to make consistent and effective relocation support services available on Army posts. These findings provide strong support for continuing these efforts. The data indicate that for their last move:

- Roughly a third of all soldiers experienced problems with moving and setting up their household and finding permanent housing, and almost half (44%) experienced financial problems.
- Almost a third reported waiting five months or longer to get into permanent housing.

Furthermore, the data suggest that the number of problems experienced during relocation may affect how well families ultimately adapt to and accept the Army's requirements and demands. Consequently Army investments in producing problem-free moves may have long-term retention and readiness benefits.

Targeting Relocation Services

This report indicates that families are far more likely than singles to experience relocation problems, and consequently are more likely to need relocation assistance. They were roughly three times as likely as singles to report problems with costs and logistics. Additional unique problems experienced by families included:

- One third reported problems with their children adjusting to the new environment
- Over half reported problems for the spouse finding employment at the new location.

Families potentially in greatest need of relocation assistance are those that:

- Have more children (greater problems with costs and child adjustment)
- Have children pre-school age and older (greater cost and child adjustment problems)
- Are moving to Europe (greater housing and overall adjustment problems).

Providing Effective Assistance

Soldiers and families overwhelmingly report that the current Army relocation support services are useful for the Army to provide. The data suggest several areas, however, where improvements could be beneficial.

Assignment policies. About half of all families were satisfied with both the timing and location of their new assignment. Since satisfaction with location and timing is significantly associated with the severity of reported relocation problems, any refinements in assignment policies and practices to accommodate these preferences may help reduce subsequent relocation problems.

Relocation information. When soldiers and spouses received both pre- and post-move information about their new location from the Army, they tended to experience fewer problems with costs, finding housing, and finding spouse employment, as well as with soldier adjustment. Unfortunately, only 41% of soldiers and a third of spouses reported receiving both pre- and post-move information. These findings reinforce the importance of a strong relocation information and referral service. This service is the centerpiece of the Army's new relocation initiative.

Service provision. There is probably far more potential for Army relocation services to help Army soldiers and families. Other than housing location referral, which is used by approximately half of all soldiers and spouses, most other formal services were used by one quarter or less of the population. While this study could not accurately assess the relationship between service needs, service availability, and service use, it would appear that relocation problems could be reduced if services were more consistently available and utilized. For example, prior research (Glacel, 1989; Barton and Chin, 1989) has indicated that effective sponsorship can enhance family adaptation to the Army; yet only 14% of junior enlisted, 30% of senior enlisted, and 46% of junior officers reported receiving sponsorship assistance. In general, those who did use services were much more likely than non-users to report the services as useful for the Army to provide.

It may also be desirable to provide relocation services aimed specifically at helping children adjust to their new environment. Although child adjustment was a fairly common reported problem, none of the services studied were targeted at this population.

Future Research

The analyses run for this report were limited by the cross-sectional nature of the data and the difficulty of determining cause and effect. Future relocation research will be most helpful if it:

- Provides for longitudinal data collection at multiple points in time before and after PCS moves
- Provides for even finer breakdowns of both the types of problems experienced and the type and quality of assistance received.

In addition, the recent implementation of the Army's relocation initiative presents a significant opportunity to determine the impact of these new and enhanced information, referral, and counseling services on service use and the severity of relocation problems. The AFRP database could provide an invaluable baseline for such a study. If the Army's semi-annual Sample Survey of Military Personnel (SSMP) could incorporate AFRP relocation measures, the Army would be in an excellent position to evaluate the benefits of this major initiative.

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APPENDIX A: RELOCATION METHODOLOGY

This section provides more technical information on the methodology used in this report.

Analysis Method

All analyses were completed using SUDAAN Version 5.41. SUDAAN is a program that takes into account the sample design in estimating variances. In the Army Soldier and Family Survey, the sample design was a two-stage cluster sample. Most computer programs (e.g., SAS and SPSS) assume simple random or stratified random (weighted) sampling. Use of these programs would generally under-estimate the sampling variance and, therefore, produce incorrect statistical tests. SUDAAN uses a Taylorized expansion series to obtain variance estimates close to the true values.

Four methods of analysis were used in the study. At the beginning of the report, estimated population frequencies are reported. These were produced using SPSSPC Version 4. No statistical tests are reported for these estimates.

Most of the analyses presented in this report are crosstabulations. Crosstabulations were estimated using the SUDAAN CROSSTAB procedure. All crosstabulations presented, unless otherwise stated, produced a Chi-Square with a value significant at the .01 level.

Several multiple regressions were estimated. Analyses were carried out using the SUDAAN REGRESS procedure. Unless otherwise stated, the ratio of each regression coefficient to its standard error (t-test) is significant at the .01 level.

Finally, comparisons of soldier-spouse variables were made using the SUDAAN RATIO procedure. The procedure produces an estimate of the ratio of two variables and the standard error of the estimate. For categorical variables, the ratio is formed as follows:

$$R = \frac{\text{Proportion in Category } n \text{ of the numerator variable}}{\text{Proportion in Category } d \text{ of the denominator variable.}}$$

The test used to determine whether two variables differ from each other took the following ratio:

Z = $\frac{\text{Absolute Value (1-R)}}{\text{Standard Error of R}}$

This ratio (Z) was compared to the normal distribution. If the value was greater than Z(.995), then the difference between the variables was concluded not to have occurred by chance. (This produces a two-tailed test at the .01 level of significance.)

A significance level of .01 was chosen for all analyses to ensure that relatively few of the analyses reported would be significant by chance. With about 1,000 crosstables being estimated, about 10 of the significant results are likely to be a result of chance. Were a higher level of significance chosen (e.g., the .05 level), readers might have been reluctant to rely on the results presented.

Variables

This section discusses the way the original variables on the questionnaires were recoded. Not discussed here are recodes of bad data, multiple responses, and skips to missing values.

1. Number and ages of children at relocation presented coding problems. The number of children for whom ages were provided often differed from the number of children reported to be in the home.

Also time since relocation was measured in months, while child ages were measured in years. The decision was made that a given age represented a multiple of 12 months, and that a child with an age of 0 months or less at relocation had not been born. This meant that some very young children might not have been counted at relocation.

Agreement between ages and number of children was achieved by (a) omitting children for whom no age is given, (b) counting the number of children with an age greater than zero at time of move, and (c) dropping multiple children of the same age group at time of relocation (age groups were 0-2, 3-5, 6-12, 13-17, 18+). These three methods succeeded in yielding a count of ages of children and number of children that agreed.

2. Several variables were formed to indicate the presence of children of specific ages. If a child of the age was present, the variable was coded as 2, otherwise, it was coded as 1:

- Age 0-2
- Age 3-5
- Age 6-12
- Age 13-17
- Age 18 +

In addition, a variable was coded with categories indicating the presence of children only within the age groups 0-2, 3-5, 6-12, and 13-17. (A category for 18+ was not included because there were very few families with only a child 18+ in the home.)

3. Marital status was coded according to soldier answers on the relocation adjustment problems of the spouse (Question 156D) and the children (Question 156C). If a soldier answered the question with respect to a spouse (values 1-4), the soldier was assumed to have been married at relocation. If a soldier answered the question with respect to a child (values 1-4), the soldier was assumed to have had children at relocation. The categories were:
 - Single, no child
 - Single parent
 - Married, no children
 - Married with children
4. In the AFRP Report on Survey Implementation, the relocation problems index is referred to as the Relocation Adjustment Scale. It was re-labeled in this report to reflect its components more accurately.
5. Relocation Adjustment (Soldier Question 156 and Spouse Question 54, each with parts A through G) were collapsed. Serious Problem (1) and Somewhat of a Problem (2) were collapsed to Problem (1); Slight Problem (3) and Not a Problem (4) were collapsed to Slight Problem (2). All analyses of these questions used the dichotomous recode.
6. The Relocation Adjustment Scales were used in the regression analyses, but for crosstabulation were collapsed into three categories containing approximately equal-sized groups. The soldier and spouse scales both had a low value of 4 (most problems) and a maximum of 16 (no problems). The recodes were:
 - High Problems (4-9)
 - Medium Problems (10-12)
 - Low Problems (13-16)

7. Months at current location (Soldier Question 150 and Spouse Question 49) was categorized as Few (0-6) and Many (7+).
8. Number of moves (Soldier Question 151 and Spouse Question 50) was categorized as Few (1-2), Medium (3-4), and High (5+).
9. The Family Adaptation Scale was categorized as Low (below -.5), Medium (-.5 through +.5), and High (over .5).
10. Availability of pre- (Soldier Question 154 and Spouse Question 51) and post-move information (Soldier Question 155 and Spouse Question 52) was combined into 4 categories:
 - None available
 - Only pre move
 - Only post move
 - Both.
11. Spouse career categories were coded from Spouse Questions 15 and 20:
 - Nonprofessional (Q20 = 2-4 or 8-12)
 - Professional (Q20 = 1 or 5-7)
 - Not in labor force (Q15B = 1 or Q15F = 1 or Q15G = 1 or Q15H = 1 or Q15I = 1 or Q15J = 1)
 - Unemployed (Q15C = 1 or Q15D = 1 or Q15E = 1).

APPENDIX B: CROSSTABULATION

NUMBER OF PROBLEMS BY RELOCATION ISSUE

		Moving and Setting Up a New Household						Costs Incurred During Move						Children Adjusting to New Environment						Spouse Adjusting to New Environment						Soldier Adjusting to New Environment						Spouse Finding Employment at New Location						Spouse Finding Permanent Housing					
TOTAL*		38.5	43.6	34.3	35.0	21.0	51.7	31.1		61.5	56.4	65.7	65.0	79.0	48.3	68.9																											
RANK*																																											
	Junior Enlisted	24.8	28.2	27.2	37.4	24.0	49.4	21.7		75.2	71.8	72.8	62.6	76.0	50.6	76.3																											
	Sergeant/Somewhat Problem	54.1	54.1	36.2	35.3	20.4	53.4	36.2		54.3	45.9	63.8	64.7	79.6	46.6	63.8																											
	Senior Enlisted	45.7	56.0	40.4	34.8	16.8	54.3	37.5		52.5	44.0	59.6	65.2	83.2	45.1	52.5																											
	Sergeant/Somewhat Problem	52.5	56.0	40.4	34.8	16.8	54.3	37.5																																			
	Warrant Officers	47.5	56.0	40.4	34.8	16.8	54.3	37.5		56.3	60.9	71.4	69.2	84.7	52.1	63.8	33.7																										
	Sergeant/Somewhat Problem	52.5	56.0	40.4	34.8	16.8	54.3	37.5																																			
	Junior Officers	43.2	39.1	20.6	30.8	15.3	47.8	33.7		56.3	60.9	71.4	69.2	84.7	52.1	63.8	33.7																										
	Sergeant/Somewhat Problem	56.3	56.3	39.1	30.8	15.3	47.8	33.7																																			
	Senior Officers	53.7	54.2	37.1	30.9	15.8	45.5	39.4		46.3	45.8	62.9	69.1	84.2	54.5	60.6																											
	Sergeant/Somewhat Problem	53.7	54.2	37.1	30.9	15.8	45.5	39.4																																			
	STATUS*																																										
	Enlisted	36.8	42.9	34.2	35.8	22.0	52.4	30.1		63.2	57.1	65.8	64.2	78.0	47.6	69.9																											
	Sergeant/Somewhat Problem	53.0	53.0	47.0	35.0	15.6	48.4	36.3																																			
	Officer	47.5	47.0	35.0	31.6	15.7	48.4	36.3		52.5	53.0	65.0	68.4	84.3	51.6	63.7																											

* Includes all soldiers who reported at least one PC.

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

MARRITAL STATUS*		Moving and Selling Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
Single Soldier								
Serious/Somewhat Problem	15.2	17.8	82.2	--	--	21.2	--	12.2
Slight/Not a Problem	84.8	82.2				78.0		87.8
Single Parent								
Serious/Somewhat Problem	48.0	54.2	39.5	--	22.8	--	32.3	
Slight/Not a Problem	52.0	45.6	60.5		77.2			67.7
Married, No Children								
Serious/Somewhat Problem	48.0	48.2	--		33.6	21.0	50.8	39.6
Slight/Not a Problem	52.0	51.8			66.4	79.0	49.2	60.4
Married, with children								
Serious/Somewhat Problem	51.7	60.3	34.1		35.4	20.5	52.6	41.0
Slight/Not a Problem	48.3	39.7	65.9		64.6	79.5	47.4	59.0
MONTHS WAITED FOR PERMANENT HOUSING*								
No Wait								
Serious/Somewhat Problem	17.0	23.2	28.0		24.0	17.2	42.4	6.5
Slight/Not a Problem	83.0	76.8	72.0		76.0	82.8	57.6	93.5
Less Than 1 Month								
Serious/Somewhat Problem	41.1	50.5	38.6		32.6	20.2	52.1	22.5
Slight/Not a Problem	58.2	49.5	63.4		67.4	79.8	47.9	77.5
1-2 Months								
Serious/Somewhat Problem	52.5	52.2	29.4		36.6	20.8	54.5	39.5
Slight/Not a Problem	47.5	47.8	70.6		63.2	79.2	45.5	60.5

* Includes all soldiers who reported at least one PCS.

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving & Setting Up New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
MONTHS WAITED FOR PERMANENT HOUSING (Continued)*								
	3 Months or More	56.4	61.5	38.0	40.3	24.1	54.8	57.2
	Serious/Somewhat Problem	43.6	38.5	62.0	60.0	75.9	45.2	42.8
STATUS**								
Enlisted		51.2	62.2	35.8	36.3	23.0	55.8	43.2
Serious/Somewhat Problem		48.8	37.8	64.2	63.7	77.0	44.2	58.8
Slight/Not a Problem								
Officer		53.7	36.1	32.8	18.0	49.8	39.0	
Serious/Somewhat Problem		46.3	64.9	67.2	62.0	50.2	61.0	
Slight/Not a Problem								
STATUS (SPOUSES)								
Enlisted		47.1	59.9	30.0	16.3	25.1	52.4	44.2
Serious/Somewhat Problem		52.9	40.1	70.0	83.7	74.9	47.6	55.8
Slight/Not a Problem								
Officer		47.7	49.9	36.0	14.4	24.9	49.7	34.8
Serious/Somewhat Problem		52.3	50.1	64.0	85.6	75.1	50.3	61.2
Slight/Not a Problem								
TYPE OF MOVE								
CONUS								
Serious/Somewhat Problem		47.5	61.6	34.0	33.1	21.5	56.2	36.0
Slight/Not a Problem		52.5	38.4	66.0	68.9	78.5	43.8	64.0
Europe								
Serious/Somewhat Problem		58.4	59.1	36.3	39.4	21.8	52.3	56.8
Slight/Not a Problem		41.6	40.9	63.7	60.6	78.2	47.7	43.2

* Includes all soldiers who reported at least one PCS.

** Includes soldiers who reported at least one PCS and had a spouse who completed a survey.

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Settling Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Soldier Finding Permanent Housing
TYPE OF MOVE (Continued)							
OCONUS							
Serious/Somewhat Problem	55.0	54.6	55.2	44.0	27.9	49.2	40.1
Slight/Not a Problem	45.0	45.4	44.8	56.0	72.1	50.8	59.9
TYPE OF MOVE (SPOUSES)							
CONUS							
Serious/Somewhat Problem	44.8	58.5	29.9	15.7	23.7	54.4	38.6
Slight/Not a Problem	55.2	41.5	70.1	84.3	76.3	45.6	61.4
Europe							
Serious/Somewhat Problem	52.7	55.7	33.6	16.5	28.0	49.2	54.0
Slight/Not a Problem	47.3	44.3	66.4	83.5	72.0	50.8	45.2
OCONUS							
Serious/Somewhat Problem	46.8	58.7	35.9	14.9	25.6	39.7	34.5
Slight/Not a Problem	53.2	41.3	64.1	85.1	74.4	60.3	65.5
NUMBER OF CHILDREN**							
None							
Serious/Somewhat Problem	47.8	53.8	--	33.1	24.3	54.4	40.4
Slight/Not a Problem	52.2	46.2		68.9	75.7	45.6	58.6
One Child							
Serious/Somewhat Problem	52.0	60.9	28.5	34.5	18.1	58.4	41.5
Slight/Not a Problem	48.0	39.1	71.5	65.5	61.9	43.6	58.5
Two Children							
Serious/Somewhat Problem	52.6	63.1	35.5	38.1	21.9	54.2	45.6
Slight/Not a Problem	47.4	36.9	64.5	63.9	76.1	45.8	54.4

** includes soldiers who reported at least one PCS and had a spouse who completed a survey.

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Soldier Adjusting to New Environment	Finding Permanent Housing
NUMBER OF CHILDREN (Continued)•								
Three Children or More								
Serious/Somewhat Problem	55.3	71.2	50.1	42.7	23.4	53.1	42.2	
Slight/Not a Problem	44.7	28.8	49.9	57.3	76.6	46.9	57.8	
NUMBER OF CHILDREN (SPOUSES)								
None								
Serious/Somewhat Problem	39.8	54.0	—	16.8	27.6	54.3	44.1	
Slight/Not a Problem	60.2	46.0		83.2	72.4	45.7	55.9	
One Child								
Serious/Somewhat Problem	50.4	59.7	22.0	15.6	25.1	49.7	38.6	
Slight/Not a Problem	49.6	40.3	78.0	84.4	74.9	50.3	61.4	
Two Children								
Serious/Somewhat Problem	45.4	59.4	35.9	13.5	22.8	54.0	48.1	
Slight/Not a Problem	54.6	40.6	64.1	88.5	77.2	46.0	53.9	
Three Children or More								
Serious/Somewhat Problem	47.7	59.5	42.6	19.2	23.8	44.9	42.4	
Slight/Not a Problem	52.3	40.5	57.4	80.8	78.4	55.1	57.6	
NUMBER OF CHILDREN (ENLISTED)								
None								
Serious/Somewhat Problem	47.8	56.7	36.8	33.7	25.3	55.6	41.4	
Slight/Not a Problem	52.2	43.3	63.2	66.3	74.7	44.4	58.6	
One Child								
Serious/Somewhat Problem	51.3	61.6	28.2	34.9	17.4	56.0	40.9	
Slight/Not a Problem	48.7	38.4	71.8	65.1	82.8	44.0	59.1	

•• Includes soldiers who reported at least one PCS and had a spouse who completed a survey.

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
NUMBER OF CHILDREN (ENLISTED) (Continued)								
Two Children								
Serious/Somewhat Problem	53.9	64.4	34.2	36.9	24.3	55.8	48.7	
Slight/Not a Problem	46.1	35.6	65.8	63.1	75.7	44.2	51.3	
Three Children or More								
Serious/Somewhat Problem	54.8	73.9	53.3	44.7	25.4	58.0	41.8	
Slight/Not a Problem	45.2	26.1	46.7	55.3	74.6	44.0	58.2	
NUMBER OF CHILDREN (OFFICER)								
None								
Serious/Somewhat Problem	47.9	41.5	28.1	30.6	19.8	49.0	36.4	
Slight/Not a Problem	52.1	58.5	71.9	59.4	80.2	51.0	63.6	
One Child								
Serious/Somewhat Problem	55.3	57.9	30.0	32.5	21.6	58.4	44.3	
Slight/Not a Problem	44.7	42.1	70.0	67.5	78.4	41.6	55.7	
Two Children								
Serious/Somewhat Problem	48.8	59.4	39.4	33.9	14.8	48.9	36.1	
Slight/Not a Problem	51.2	40.6	60.6	66.1	85.2	51.1	62.9	
Three Children or More								
Serious/Somewhat Problem	57.2	61.9	39.4	35.7	16.3	42.6	43.6	
Slight/Not a Problem	42.8	38.1	60.6	64.3	83.7	59.4	56.4	
NUMBER OF CHILDREN (ENLISTED) SPOUSE								
None								
Serious/Somewhat Problem	46.4	58.1	25.2	17.7	28.1	54.7	45.5	
Slight/Not a Problem	53.6	41.9	74.8	82.3	71.9	45.3	54.5	

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing	
NUMBER OF CHILDREN (ENLISTED)											
SPOUSE (Continued)											
One Child		46.2	60.8	19.7	14.9	24.3	48.2	38.1			
Serious/Somewhat Problem		53.8	39.2	60.3	85.1	75.7	50.8	61.9			
Slight/Not a Problem											
Two Children		47.2	61.6	36.2	13.8	23.4	55.2	50.0			
Serious/Somewhat Problem		52.8	38.4	63.8	86.2	76.6	44.8	50.0			
Slight/Not a Problem											
Three Children or More		50.5	59.0	41.4	20.8	22.7	47.4	41.0			
Serious/Somewhat Problem		49.5	41.0	58.6	79.2	77.3	52.6	59.0			
Slight/Not a Problem											
NUMBER OF CHILDREN (OFFICER)											
SPOUSE											
One Child		39.7	38.6	24.8	13.4	25.5	52.8	39.6			
Serious/Somewhat Problem		60.3	61.4	25.2	66.6	74.5	47.2	61.4			
Slight/Not a Problem											
Two Children		53.5	54.4	33.4	19.0	29.1	52.9	40.8			
Serious/Somewhat Problem		46.5	45.6	66.6	81.0	70.9	47.1	59.2			
Slight/Not a Problem											
Three Children or More		46.3	52.8	34.3	12.7	20.9	49.9	34.2			
Serious/Somewhat Problem		53.7	47.2	66.2	87.3	79.1	50.1	65.6			
Slight/Not a Problem											

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household		Costs Incurred During Move		Children Adjusting to New Environment		Spouse Adjusting to New Environment		Spouse Finding Employment at New Location		Finding Permanent Housing	
AGE OF CHILDREN													
0-2	Serious/Somewhat Problem	55.8	63.3	25.5	32.7	17.8	51.8	44.3	51.0	49.8	55.4	41.9	58.1
	Slight/Not a Problem	44.2	36.7	14.5	67.3	82.2	48.2	45.8	50.3	50.2	54.6	45.1	54.9
3-5	Serious/Somewhat Problem	49.4	64.4	37.6	37.3	22.4	52.7	45.1	54.2	44.3	55.7		
	Slight/Not a Problem	50.6	35.6	62.4	62.7	77.6	47.3	56.6	59.0	59.8	59.3		
6-12	Serious/Somewhat Problem	53.8	69.9	45.5	40.8	23.5	54.2	44.3	51.0	49.8	55.4		
	Slight/Not a Problem	46.2	30.1	54.5	59.2	76.5	45.8	55.7	59.8	59.3	59.0		
13-17	Serious/Somewhat Problem	55.4	67.1	45.6	41.4	26.7	60.2	36.7	51.0	49.8	55.4		
	Slight/Not a Problem	44.6	32.9	54.4	56.6	73.3	39.8	53.3	59.8	59.3	59.0		
AGE OF CHILDREN (SPOUSES)													
0-2	Serious/Somewhat Problem	49.9	59.4	25.7	13.6	23.1	51.0	46.2	51.0	49.0	53.8		
	Slight/Not a Problem	50.1	40.6	74.3	86.4	76.9	49.0	53.8	59.8	59.3	59.0		
3-5	Serious/Somewhat Problem	49.5	59.7	32.8	13.2	28.8	49.7	44.1	51.0	49.0	55.9		
	Slight/Not a Problem	50.5	40.3	67.2	86.8	73.2	50.3	55.9	59.8	59.3	59.0		
6-12	Serious/Somewhat Problem	47.7	60.0	39.0	18.6	24.5	49.8	41.6	51.0	49.0	56.4		
	Slight/Not a Problem	52.3	40.0	61.0	81.4	75.5	50.2	56.4	59.8	59.3	59.0		
13-17	Serious/Somewhat Problem	49.4	56.5	29.2	16.0	26.8	55.4	45.1	51.0	44.6	54.9		
	Slight/Not a Problem	50.6	43.5	70.3	84.0	73.2	44.6	54.9	59.8	59.3	59.0		

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spoouse Finding Employment at New Location	Soldier Adjusting to New Environment	Spoouse Finding Permanent Housing
AGE OF CHILD									
0-2 (ONLY)									
Serious/Somewhat Problem	57.9	61.3	17.6	33.8	15.5	54.1	42.5		
Slight/Not a Problem	42.1	38.7	82.4	68.2	84.5	45.9	57.5		
3-5 (ONLY)									
Serious/Somewhat Problem	41.8	52.4	39.3	38.0	19.2	59.3	45.3		
Slight/Not a Problem	58.2	37.6	60.7	62.0	80.8	40.2	54.7		
6-12 (ONLY)									
Serious/Somewhat Problem	53.0	64.9	43.9	36.6	20.2	56.3	49.1		
Slight/Not a Problem	47.0	35.1	56.1	63.4	79.8	43.7	50.9		
13-17 (ONLY)									
Serious/Somewhat Problem	50.6	49.8	37.3	38.9	22.2	55.0	31.0		
Slight/Not a Problem	49.4	50.2	62.7	61.1	77.8	35.0	69.0		
AGE OF CHILD (SPOUSES)									
0-2 (ONLY)									
Serious/Somewhat Problem	52.1	59.9	20.2	15.0	27.8	62.0	48.3		
Slight/Not a Problem	47.9	70.1	79.8	85.0	72.2	48.0	51.7		
3-5 (ONLY)									
Serious/Somewhat Problem	50.6	68.4	25.5	9.3	23.5	49.7	32.9		
Slight/Not a Problem	49.4	31.6	74.5	80.7	76.5	50.3	61.1		
6-12 (ONLY)									
Serious/Somewhat Problem	41.9	61.6	35.1	22.0	24.6	43.0	37.6		
Slight/Not a Problem	58.1	38.4	64.9	78.0	75.4	57.0	62.4		
13-17 (ONLY)									
Serious/Somewhat Problem	34.7	48.2	35.8	18.5	27.2	60.1	16.9		
Slight/Not a Problem	65.3	51.8	64.2	81.5	72.8	38.9	83.7		

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AGE OF CHILDREN (ENLISTED)							
0-2 (ONLY)							
Serious/Somewhat Problem	58.2	61.3	17.2	34.2	14.8	55.1	42.2
Slight/Not a Problem	41.8	38.7	82.8	65.8	85.2	44.9	57.8
3-5 (ONLY)							
Serious/Somewhat Problem	40.6	64.0	41.5	40.2	18.6	60.1	45.2
Slight/Not a Problem	59.4	36.0	58.5	59.8	81.4	39.9	54.6
6-12 (ONLY)							
Serious/Somewhat Problem	54.0	67.9	46.1	39.8	22.5	60.4	54.1
Slight/Not a Problem	46.0	32.1	53.9	60.2	77.5	39.6	45.9
13-17 (ONLY)							
Serious/Somewhat Problem	51.2	42.8	36.1	37.7	21.6	63.9	27.1
Slight/Not a Problem	48.8	57.2	63.9	62.3	78.4	38.1	72.9
AGE OF CHILDREN (OFFICER)							
0-2 (ONLY)							
Serious/Somewhat Problem	58.8	61.0	20.3	31.4	19.5	47.2	44.7
Slight/Not a Problem	44.2	39.0	78.7	68.6	80.5	52.6	55.3
3-5 (ONLY)							
Serious/Somewhat Problem	49.8	51.7	25.1	24.2	23.3	67.2	46.5
Slight/Not a Problem	50.2	48.3	74.9	75.8	76.7	42.8	53.5
6-12 (ONLY)							
Serious/Somewhat Problem	49.9	55.4	37.2	28.8	13.2	41.1	33.3
Slight/Not a Problem	50.1	44.6	62.8	73.2	86.8	58.9	66.7
13-17 (ONLY)							
Serious/Somewhat Problem	49.6	62.9	39.4	40.8	23.3	68.9	38.3
Slight/Not a Problem	50.4	37.1	60.6	59.2	78.7	33.1	61.7

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AGE OF CHILDREN (ENLISTED)							
SPOUSE							
0-2 (ONLY)							
Serious/Somewhat Problem	51.9	60.3	19.2	14.7	27.8	52.2	46.0
Slight/Not a Problem	48.4	39.7	80.8	85.3	72.4	47.6	51.2
3-5 (ONLY)							
Serious/Somewhat Problem	50.9	70.6	24.0	8.3	24.1	50.0	37.1
Slight/Not a Problem	49.1	29.4	76.0	91.7	75.9	...J	62.9
6-12 (ONLY)							
Serious/Somewhat Problem	37.3	62.0	32.1	22.4	25.4	43.5	37.0
Slight/Not a Problem	62.7	38.0	67.9	77.6	74.6	58.5	63.0
13-17 (ONLY)							
Serious/Somewhat Problem	29.9	43.5	35.4	20.2	26.3	62.1	8.8
Slight/Not a Problem	70.1	56.5	64.6	79.8	73.7	37.9	91.2
AGE OF CHILDREN (OFFICER)							
SPOUSE							
0-2 (ONLY)							
Serious/Somewhat Problem	55.1	57.8	25.7	16.8	28.9	50.5	46.0
Slight/Not a Problem	44.9	42.2	74.3	83.2	71.1	49.5	53.0
3-5 (ONLY)							
Serious/Somewhat Problem	48.6	54.2	35.3	15.7	19.7	47.4	50.4
Slight/Not a Problem	51.4	45.8	64.7	84.3	80.3	52.6	49.6
6-12 (ONLY)							
Serious/Somewhat Problem	56.6	60.4	44.4	20.6	22.2	46.9	32.7
Slight/Not a Problem	43.4	39.6	55.6	79.4	77.3	59.1	60.3

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AGE OF CHILDREN (OFFICER)							
13-17 (ONI.Y)							
Serious/Somewhat Problem	43.0	56.5	38.5	15.5	20.6	66.3	
Slight/Not a Problem	57.0	43.5	63.5	34.5	71.4	43.7	
AGE OF CHILDREN (ENLISTED)							
0-2							
NOT PRESENT							
Serious/Somewhat Problem	49.5	61.2	42.9	38.1	25.1	57.0	
Slight/Not a Problem	50.5	57.1	57.1	61.9	74.9	43.0	
PRESENT							
Serious/Somewhat Problem	55.4	64.4	24.8	32.4	18.1	52.7	
Slight/Not a Problem	44.8	35.6	75.2	67.6	81.9	47.3	
3-5							
NOT PRESENT							
Serious/Somewhat Problem	52.5	60.6	33.8	35.5	22.8	56.6	
Slight/Not a Problem	47.5	39.4	66.2	64.3	77.2	43.4	
PRESENT							
Serious/Somewhat Problem	47.9	66.3	39.2	39.3	23.7	53.3	
Slight/Not a Problem	52.1	33.7	60.8	61.7	76.3	46.1	
6-12							
NOT PRESENT							
Serious/Somewhat Problem	49.6	58.6	28.5	33.4	21.6	55.6	
Slight/Not a Problem	50.4	41.4	71.5	66.6	78.4	44.4	
PRESENT							
Serious/Somewhat Problem	54.7	69.9	46.4	42.4	26.1	56.3	
Slight/Not a Problem	45.3	30.1	53.6	57.6	73.9	43.7	

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AGE OF CHILDREN (ENLISTED) (Continued)						
13-17						
NOT PRESENT	50.3	61.6	34.9	35.8	22.1	43.9
Serious/Somewhat Problem	49.7	38.4	65.1	64.2	77.9	56.1
Slight/Not a Problem						
PRESENT	60.5	67.8	43.3	42.1	32.0	36.9
Serious/Somewhat Problem	39.5	32.2	56.7	57.9	68.0	37.8
Slight/Not a Problem						
AGE OF CHILDREN (OFFICER)						
0-2						
NOT PRESENT	49.0	52.7	38.9	32.4	18.5	36.6
Serious/Somewhat Problem	51.0	47.3	61.1	67.6	81.5	63.4
Slight/Not a Problem						
PRESENT	58.3	57.3	29.3	34.3	16.1	47.5
Serious/Somewhat Problem	41.7	42.7	70.7	65.7	83.9	52.5
Slight/Not a Problem						
3-5						
NOT PRESENT	49.3	53.1	38.7	32.8	18.5	37.6
Serious/Somewhat Problem	50.7	46.9	61.1	67.2	81.5	62.4
Slight/Not a Problem						
PRESENT	56.5	55.4	30.2	32.8	16.5	43.2
Serious/Somewhat Problem	43.5	44.6	69.8	67.2	83.5	58.6
Slight/Not a Problem						

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing	
AGE OF CHILDREN (OFFICER) (Continued)											
6-12											
NOT PRESENT		50.9	49.6	28.0	30.7	19.7	61.6	40.1			
Serious/Somewhat Problem		48.1	50.4	72.0	69.3	80.3	48.4	59.9			
Slight/Not a Problem											
PRESENT		51.2	59.9	42.8	36.1	15.4	47.0	37.0			
Serious/Somewhat Problem		42.0	40.1	57.2	63.9	84.6	53.0	63.0			
Slight/Not a Problem											
13-17											
NOT PRESENT		54.2	50.7	31.0	31.0	18.2	47.6	39.5			
Serious/Somewhat Problem		47.8	49.3	69.0	69.0	81.8	52.2	60.5			
Slight/Not a Problem											
PRESENT		46.1	65.7	49.3	40.1	17.3	56.6	36.5			
Serious/Somewhat Problem		53.9	34.3	50.7	59.9	82.7	43.2	63.5			
Slight/Not a Problem											
AGE OF CHILDREN (ENLISTED)											
0-2											
NOT PRESENT		46.4	59.7	33.3	17.5	28.4	52.6	42.0			
Serious/Somewhat Problem		53.6	40.3	66.7	82.5	73.6	47.4	57.0			
Slight/Not a Problem											
PRESENT		48.7	60.3	25.1	13.7	22.3	52.0	46.9			
Serious/Somewhat Problem		51.3	39.7	74.9	86.3	77.7	48.0	53.1			
Slight/Not a Problem											

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

AGE OF CHILDREN (ENLISTED) SPOUSE (Continued)	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Spouse Finding Employment at New Location		Finding Permanent Housing
					Soldier Adjusting to New Environment	Soldier Adjusting to New Environment	
3-5	NOT PRESENT Serious/Somewhat Problem Slight/Not a Problem	46.3	59.5	28.1	17.5	27.2	53.4
		53.7	40.5	71.9	82.5	72.8	46.6
							44.1
	PRESENT Serious/Somewhat Problem Slight/Not a Problem	46.9	60.9	33.2	13.4	20.1	49.8
		51.1	39.1	66.8	86.6	79.9	50.2
							44.5
6-12	NOT PRESENT Serious/Somewhat Problem Slight/Not a Problem	47.5	59.4	24.1	14.6	25.5	53.0
		52.5	40.6	25.9	85.4	74.5	47.0
							44.9
	PRESENT Serious/Somewhat Problem Slight/Not a Problem	46.1	60.8	38.2	19.6	24.4	51.4
		53.9	39.2	61.8	80.4	75.6	48.6
							45.1
13-17	NOT PRESENT Serious/Somewhat Problem Slight/Not a Problem	46.7	60.2	28.8	16.0	24.9	51.8
		53.3	39.8	71.2	84.0	75.1	46.2
							42.8
	PRESENT Serious/Somewhat Problem Slight/Not a Problem	50.3	56.6	39.3	16.8	27.3	58.0
		49.7	43.4	60.7	81.2	72.7	42.0
							57.2

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing	
AGE OF CHILDREN (OFFICER)	SPOUSE										
0-2	NOT PRESENT										
	Serious/Somewhat Problem	45.3	48.5	39.3	14.7	24.3	50.8	37.6	37.6		
	Slight/Not a Problem	54.7	51.5	60.7	85.3	25.7	49.2	62.4	62.4		
PRESENT	Serious/Somewhat Problem	56.2	54.7	28.3	13.3	27.0	44.1	42.8	42.8		
	Slight/Not a Problem	43.8	45.3	71.7	86.7	23.0	55.8	57.2	57.2		
3-5	NOT PRESENT										
	Serious/Somewhat Problem	46.3	48.5	38.4	15.0	25.4	49.8	37.7	37.7		
	Slight/Not a Problem	53.7	51.5	61.6	85.0	74.6	50.2	62.3	62.3		
PRESENT	Serious/Somewhat Problem	52.3	54.4	31.0	12.4	23.2	49.3	42.2	42.2		
	Slight/Not a Problem	47.7	45.6	69.0	87.6	76.8	50.7	57.8	57.8		
6-12	NOT PRESENT										
	Serious/Somewhat Problem	44.5	45.1	29.5	13.5	25.1	53.2	39.2	39.2		
	Slight/Not a Problem	55.5	54.9	70.5	86.5	74.8	46.8	60.8	60.8		
PRESENT	Serious/Somewhat Problem	52.7	57.2	41.7	15.8	24.5	44.0	39.1	39.1		
	Slight/Not a Problem	47.3	42.8	58.3	84.2	75.5	58.0	61.9	61.9		
13-17	NOT PRESENT										
	Serious/Somewhat Problem	47.7	48.3	31.2	14.0	24.8	49.8	39.6	39.6		
	Slight/Not a Problem	52.2	51.7	68.8	86.0	75.4	50.4	60.4	60.4		

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

		Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AGE OF CHILDREN (OFFICER)								
SPOUSE (Continued)								
13-17 (Continued)								
PRESENT								
Serious/Somewhat Problem	47.8	56.2	49.4	16.0	28.1	50.0	35.3	
Slight/Not a Problem	52.2	43.8	50.6	84.0	73.9	50.0	64.7	
NUMBER OF MOVES (ENLISTED)								
1-2 Moves								
Serious/Somewhat Problem	52.1	59.2	34.4	38.4	22.9	53.4	44.9	
Slight/Not a Problem	47.9	40.8	65.6	61.6	77.1	46.6	55.1	
3-4 Moves								
Serious/Somewhat Problem	52.3	66.1	36.8	36.2	23.8	61.6	45.3	
Slight/Not a Problem	47.7	33.9	63.2	63.8	76.2	38.4	54.7	
5 or More Moves								
Serious/Somewhat Problem	47.1	63.3	36.7	31.3	22.0	52.9	35.7	
Slight/Not a Problem	52.9	36.7	63.3	68.7	78.0	47.1	64.3	
NUMBER OF MOVES (OFFICER)								
1-2 Moves								
Serious/Somewhat Problem	52.3	45.6	36.2	37.8	24.5	51.1	41.7	
Slight/Not a Problem	47.7	54.4	63.8	62.2	75.5	45.6	55.3	
3-4 Moves								
Serious/Somewhat Problem	49.8	48.6	23.6	28.8	15.0	49.6	35.8	
Slight/Not a Problem	50.2	51.4	78.4	73.2	85.6	50.2	64.2	
5 or More Moves								
Serious/Somewhat Problem	50.9	60.9	41.4	33.2	15.8	49.0	39.0	
Slight/Not a Problem	49.1	39.1	58.6	66.8	84.2	51.0	61.0	

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
PREFERENCE FOR LOCATION AND TIMING (CONT.) (Continued)							
Wanted Location, Not Timing Serious/Somewhat Problem Slight/Not a Problem			33.4 61.6			Not for Soldiers	
Wanted Timing, Not Location Serious/Somewhat Problem Slight/Not a Problem			39.2 60.1			Not for Soldiers	
Wanted Neither Timing or Location Serious/Somewhat Problem Slight/Not a Problem			48.6 51.4			Not for Soldiers	
PREFERENCE FOR LOCATION AND TRAINING (ENLISTED)							
Wanted Location & Timing Serious/Somewhat Problem Slight/Not a Problem			23.2 76.8				
Wanted Location, Not Timing Serious/Somewhat Problem Slight/Not a Problem			33.7 61.3				
Wanted Timing, Not Location Serious/Somewhat Problem Slight/Not a Problem			40.6 59.4				
Wanted Neither Timing or Location Serious/Somewhat Problem Slight/Not a Problem			47.2 52.8				

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Employment at New Location	Spouse Finding Employment at New Location	Finding Permanent Housing
PREFERENCE FOR LOCATION AND TIMING (OFFICER)								
Wanted Location, & Timing Serious/Somewhat Problem Slight/Not a Problem			30.6 69.4				Not for Soldiers	
Wanted Location, Not Timing Serious/Somewhat Problem Slight/Not a Problem			37.1 62.9				Not for Soldiers	
Wanted Timing, Not Location Serious/Somewhat Problem Slight/Not a Problem			36.8 63.2				Not for Soldiers	
Wanted Neither Timing or Location Serious/Somewhat Problem Slight/Not a Problem			61.8 38.2				Not for Soldiers	
PREFERENCE FOR LOCATION AND TIMING (TOTAL SPOUSE)								
Wanted Location & Timing Serious/Somewhat Problem Slight/Not a Problem			26.0 73.2				47.6 52.4	
Wanted Location, Not Timing Serious/Somewhat Problem Slight/Not a Problem			35.4 64.6				57.5 42.5	
Wanted Timing, Not Location Serious/Somewhat Problem Slight/Not a Problem			31.0 69.0				53.1 46.9	

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
PREFERENCE FOR LOCATION AND TIMING (TOTAL) SPOUSE (Continued)							
Wanted Neither Timing or Location							
Serious/Somewhat Problem							
Slight/Not a Problem							
PREFERENCE FOR LOCATION AND TIMING (ENLISTED) SPOUSE							
Wanted Location & Timing							
Serious/Somewhat Problem							
Slight/Not a Problem							
Wanted Location, Not Timing							
Serious/Somewhat Problem							
Slight/Not a Problem							
Wanted Timing, Not Location							
Serious/Somewhat Problem							
Slight/Not a Problem							
Wanted Neither Timing or Location							
Serious/Somewhat Problem							
Slight/Not a Problem							
PREFERENCE FOR LOCATION AND TIMING (OFFICER) SPOUSE							
Wanted Location & Timing							
Serious/Somewhat Problem							
Slight/Not a Problem							
Wanted Location, Not Timing							
Serious/Somewhat Problem							
Slight/Not a Problem							

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
PREFERENCE FOR LOCATION AND TIMING (OFFICER) SPOUSE (Cont'd)							
Wanted Timing, Not Location							
Serious/Somewhat Problem							
Slight/Not a Problem							
Wanted Neither Timing or Location							
Serious/Somewhat Problem							
Slight/Not a Problem							
TYPE OF MOVE (ENLISTED)							
CONUS							
Serious/Somewhat Problem	47.2	63.5	33.7	33.6	22.3	58.4	36.7
Slight/Not a Problem	52.8	36.5	66.3	66.4	77.7	41.6	63.3
Europe							
Serious/Somewhat Problem	56.8	60.5	35.9	39.5	22.9	51.6	57.6
Slight/Not a Problem	41.2	39.5	64.1	60.5	77.1	46.4	42.4
OCONUS							
Serious/Somewhat Problem	54.3	57.3	59.9	48.9	31.2	49.9	37.7
Slight/Not a Problem	45.7	42.7	40.1	51.1	68.8	50.1	62.3
TYPE OF MOVE (OFFICER)							
CONUS							
Serious/Somewhat Problem	48.7	55.1	35.0	31.3	18.7	48.0	33.6
Slight/Not a Problem	51.3	44.9	65.0	68.7	81.3	52.0	66.4
Europe							
Serious/Somewhat Problem	56.1	51.9	38.5	39.1	16.4	55.9	52.4
Slight/Not a Problem	43.9	48.1	61.5	60.9	83.6	44.1	47.8

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
TYPE OF MOVE (OFFICER)(Cont'd)							
OCONUS							
Serious/Somewhat Problem	57.5	44.8	38.9	27.2	15.9	46.2	48.5
Slight/Not a Problem	42.5	55.2	61.1	72.8	84.1	53.8	51.5
TYPE OF MOVE (ENLISTED) SPOUSE							
CONUS							
Serious/Somewhat Problem	44.7	61.8	28.8	15.8	23.5	58.1	39.8
Slight/Not a Problem	55.3	38.2	71.2	84.2	78.5	43.9	60.2
Europe							
Serious/Somewhat Problem	52.4	56.0	32.3	17.4	28.6	46.2	55.5
Slight/Not a Problem	47.6	44.0	67.7	82.6	71.4	51.8	44.5
OCONUS							
Serious/Somewhat Problem	44.8	59.3	32.7	15.5	24.4	37.8	33.2
Slight/Not a Problem	55.2	40.7	67.3	84.5	75.6	62.2	66.8
TYPE OF MOVE (OFFICER) SPOUSE							
CONUS							
Serious/Somewhat Problem	45.1	47.9	33.8	15.3	24.5	48.2	34.8
Slight/Not a Problem	54.9	52.1	66.2	84.7	75.2	51.8	65.4
Europe							
Serious/Somewhat Problem	54.1	54.0	40.3	11.9	24.8	54.7	51.5
Slight/Not a Problem	45.9	46.0	39.7	88.1	75.2	45.3	48.5
OCONUS							
Serious/Somewhat Problem	53.1	56.9	47.0	13.1	29.6	47.7	39.7
Slight/Not a Problem	46.9	43.1	53.0	86.8	70.4	52.3	61.3

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Employment at New Location	Finding Permanent Housing
AVAILABILITY OF INFORMATION (TOTAL)							
No Pre, No Post							
Serious/Somewhat Problem	43.1	49.9	37.8	36.8	25.8	58.0	31.1
Slight/Not a Problem	56.9	50.1	62.2	63.2	74.2	41.1	68.9
Pre, No Post							
Serious/Somewhat Problem	41.2	48.2	36.3	34.7	21.5	49.0	35.5
Slight/Not a Problem	58.0	51.8	63.7	65.3	78.5	50.2	64.5
No Pre, Post							
Serious/Somewhat Problem	38.2	42.3	35.8	38.1	21.0	52.6	29.1
Slight/Not a Problem	61.8	57.7	64.2	61.9	78.2	47.4	70.9
Pre, Post							
Serious/Somewhat Problem	36.3	41.0	31.8	32.2	17.9	46.3	28.6
Slight/Not a Problem	63.7	59.0	68.2	67.8	82.1	51.7	70.2
AVAILABILITY OF INFORMATION (ENLISTED)							
No Pre, No Post							
Serious/Somewhat Problem	42.3	49.1	38.2	37.3	28.0	60.3	30.1
Slight/Not a Problem	57.7	50.9	61.0	62.7	73.1	39.7	69.9
Pre, No Post							
Serious/Somewhat Problem	37.2	46.2	34.1	35.7	23.1	48.0	35.0
Slight/Not a Problem	62.6	53.8	65.9	64.3	76.9	51.1	65.0
No Pre, Post							
Serious/Somewhat Problem	36.0	41.4	35.9	38.0	22.4	52.0	28.3
Slight/Not a Problem	63.2	58.6	64.1	61.2	77.6	47.4	71.7

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AVAILABILITY OF INFORMATION (ENLISTED) (Continued)							
Pre, Post							
Serious/Somewhat Problem	33.9	40.7	31.3	32.9	18.9	49.0	28.4
Slight/Not a Problem	66.1	59.3	68.7	67.1	81.1	51.0	71.6
AVAILABILITY OF INFORMATION (OFFICER)							
No Pre, No Post							
Serious/Somewhat Problem	48.6	55.5	35.9	33.9	18.9	50.5	39.3
Slight/Not a Problem	51.4	44.5	64.1	66.1	81.1	49.5	60.7
Pre, No Post							
Serious/Somewhat Problem	50.7	53.1	41.2	32.6	17.7	51.6	36.8
Slight/Not a Problem	49.3	46.9	58.8	67.4	82.3	48.2	63.2
No Pre, Post							
Serious/Somewhat Problem	51.7	50.6	34.6	33.5	16.0	53.0	36.8
Slight/Not a Problem	48.3	49.4	65.4	66.5	84.0	47.0	63.1
Pre, Post							
Serious/Somewhat Problem	45.1	42.0	33.4	29.8	14.4	45.4	34.8
Slight/Not a Problem	54.9	58.0	66.6	70.2	85.6	54.6	65.1
AVAILABILITY OF INFORMATION (TOTAL) SPOUSE							
No Pre, No Post							
Serious/Somewhat Problem	47.3	63.8	32.8	19.4	30.7	53.0	50.5
Slight/Not a Problem	52.7	36.2	67.2	80.6	69.3	47.0	49.5
Pre, No Post							
Serious/Somewhat Problem	46.2	58.4	33.7	18.7	28.0	52.9	44.4
Slight/Not a Problem	53.8	41.6	66.3	81.3	72.0	47.1	55.6

NUMBER OF PROBLEMS BY RELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Moves	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Employment at New Location	Finding Permanent Housing
AVAILABILITY OF INFORMATION (TCFAL) SPOUSE (Continued)							
No Pre, Post							
Serious/Somewhat Problem	55.1	62.0	25.7	13.7	21.2	54.2	47.9
Slight/Not a Problem	44.9	38.0	74.3	86.3	76.8	45.8	52.1
Pre, Post							
Serious/Somewhat Problem	38.6	50.9	31.7	12.0	19.8	48.7	34.6
Slight/Not a Problem	61.4	49.1	68.3	88.0	80.2	51.3	65.4
AVAILABILITY OF INFORMATION (ENLISTED) SPOUSE							
No Pre, No Post							
Serious/Somewhat Problem	55.6	66.0	32.1	20.5	31.4	52.8	52.2
Slight/Not a Problem	44.4	34.0	67.9	79.5	68.6	47.4	47.8
Pre, No Post							
Serious/Somewhat Problem	44.3	60.5	33.3	17.9	27.6	54.3	44.7
Slight/Not a Problem	55.7	39.5	66.7	82.1	72.4	45.7	55.3
No Pre, Post							
Serious/Somewhat Problem	56.6	62.8	23.0	13.1	20.6	55.3	48.6
Slight/Not a Problem	43.4	37.2	77.0	86.9	80.0	44.7	50.4
Pre, Post							
Serious/Somewhat Problem	36.6	52.4	30.1	12.6	19.6	48.5	34.3
Slight/Not a Problem	63.4	47.6	69.9	87.4	80.4	51.5	65.7
AVAILABILITY OF INFORMATION (OFFICER) SPOUSE							
No Pre, No Post							
Serious/Somewhat Problem	50.5	50.9	37.1	13.2	27.1	55.8	41.1
Slight/Not a Problem	49.5	49.1	62.9	86.8	72.9	44.2	56.9

NUMBER OF PROBLEMS BY HELOCATION ISSUE (Continued)

	Moving and Setting Up a New Household	Costs Incurred During Move	Children Adjusting to New Environment	Spouse Adjusting to New Environment	Soldier Adjusting to New Environment	Spouse Finding Employment at New Location	Finding Permanent Housing
AVAILABILITY OF INFORMATION (OFFICER) SPOUSE (Continued)							
Pre, No Post Serious/Somewhat Problem	52.8	51.5	34.7	21.4	29.2	47.0	43.1
Slight/Not a Problem	47.2	48.5	65.3	78.6	70.8	53.0	55.9
No Pre, Post Serious/Somewhat Problem	47.3	58.1	39.4	16.9	28.9	48.3	39.4
Slight/Not a Problem	52.7	41.9	60.6	83.1	73.1	51.7	60.8
Pre, Post Serious/Somewhat Problem	43.8	46.9	35.9	10.3	20.3	49.3	35.4
Slight/Not a Problem	56.2	53.1	64.1	89.7	79.7	50.7	64.6

FACTORS RELATED TO RELOCATION ADJUSTMENT

(SOLDIERS)

RELOCATION ADJUSTMENT SCALE	TYPE OF MOVE			MARITAL STATUS/CHILDREN			NUMBER OF CHILDREN			ENLISTED/OFFICER STATUS		
	CONUS	EUROPE	OCONUS	Single Soldier	Single Parent	Married, No Children	Married w/Children	One Child	Two Children	Three or More	Enlisted	Officer
LOW (High Level of Problems)	31.4	45.9	38.3	17.4	62.5	32.0	38.4	33.9	38.1	41.7	37.6	30.2
MEDIUM (Moderate Level of Problems)	34.9	28.7	27.6	19.9	11.3	33.0	33.5	32.3	36.4	31.9	28.2	32.1
HIGH (Few Problems)	33.7	25.4	34.1	62.7	26.2	35.1	28.2	33.8	29.6	30.0	30.1	30.3
												34.9

(SPOUSES)

RELOCATION ADJUSTMENT SCALE	TYPE OF MOVE			MARITAL STATUS/CHILDREN			NUMBER OF CHILDREN			ENLISTED/OFFICER STATUS		
	CONUS	EUROPE	OCONUS	Single Soldier	Single Parent	Married, No Children	Married w/Children	One Child	Two Children	Three or More	Enlisted	Officer
LOW (High Level of Problems)	32.7	43.0	26.6	25.6	50.4	36.0	35.2	35.3	36.5	34.1	35.8	36.7
MEDIUM (Moderate Level of Problems)	30.5	27.2	31.0	24.2	11.3	24.6	31.0	27.5	28.1	32.3	31.9	29.4
HIGH (Few Problems)	36.8	29.8	42.4	50.2	38.3	39.4	33.8	37.2	35.4	33.7	32.4	33.9
												39.3

FACTORS RELATED TO RELOCATION ADJUSTMENT (Continued)

(SOLDIERS)

RELOCATION ADJUSTMENT SCALE	PREFERENCE ABOUT MOVING BEFORE LAST PCS			
	Good Timing, Good Location	Bad Timing, Good Location	Good Timing, Bad Location	Bad Timing, Bad Location
LOW (High Level of Problems)	26.3	37.7	39.9	49.8
MEDIUM (Moderate Level of Problems)	34.1	37.0	33.7	27.5
HIGH (Few Problems)	39.6	25.3	26.5	22.8

(SPOUSES)

RELOCATION ADJUSTMENT SCALE	PREFERENCE ABOUT MOVING BEFORE LAST PCS				SPOUSE CAREER STATUS			
	Good Timing, Good Location	Bad Timing, Good Location	Good Timing, Bad Location	Bad Timing, Bad Location	Not In Labor Force	Unemployed, but Looking for Employment	Employed, Non- Professional Position	Employed, Professional Position
LOW (High Level of Problems)	31.7	28.8	37.3	46.4	35.0	36.5	34.4	34.9
MEDIUM (Moderate Level of Problems)	28.8	39.7	27.1	30.0	30.8	26.6	29.7	27.6
HIGH (Few Problems)	39.5	31.5	35.7	23.7	34.2	36.9	35.9	37.3

**TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
SPOUSE PROBLEM MOVING (SPOUSE)**

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK			
	ENLISTED	OFFICER	Serious/ Somewhat	Not Serious
Assigned Sponsor				
YES	43.7	56.3	51.4	48.6
NO	48.3	51.7	45.5	54.5
Leader of Your Spouse's Unit				
YES	42.1	57.9	46.5	53.5
NO	49.1	50.9	48.0	52.0
Someone Else in Spouse's Unit				
YES	46.6	53.4	52.8	47.2
NO	47.8	52.2	45.9	54.1
Spouse of a Leader of Your Husband/Wife's Unit				
YES	51.3	48.7	42.6	57.5
NO	47.8	52.2	49.3	50.7
Spouse of Someone Else in Your Husband/Wife's Unit				
YES	52.7	47.3	48.3	51.7
NO	47.3	52.7	48.2	51.8
Your Husband/Wife				
YES	48.9	51.1	48.9	51.1
NO	37.7	62.3	42.7	57.3
Someone from Army Community Service (ACS)				
YES	50.3	49.7	49.7	50.3
NO	46.8	53.2	47.4	52.6
A Neighbor or Friend				
YES	41.1	58.9	48.6	51.4
NO	51.4	48.6	46.4	53.6

TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM COSTS (SPOUSE)

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK			Not Serious
	ENLISTED	OFFICER	Serious/ Somewhat	
	Serious/ Somewhat	Not Serious	Serious/ Somewhat	
Assigned Sponsor				
YES	53.7	46.3	53.9	46.1
NO	61.1	38.5	47.1	52.9
Leader of Your Spouse's Unit				
YES	56.4	43.6	51.1	48.3
NO	60.9	39.1	49.1	50.9
Someone Else in Spouse's Unit				
YES	57.7	42.3	53.1	46.9
NO	60.9	39.1	48.5	51.5
Spouse of a Leader of Your Husband/Wife's Unit				
YES	64.5	35.5	45.8	54.2
NO	60.3	39.7	51.2	48.8
Spouse of Someone Else in Your Husband/Wife's Unit				
YES	65.9	34.1	51.4	48.6
NO	59.4	40.6	49.9	50.1
Your Husband/Wife				
YES	60.1	39.9	50.5	49.5
NO	58.9	41.1	45.9	54.1
Someone from Army Community Service (ACS)				
YES	57.8	42.2	52.6	47.4
NO	60.7	39.3	49.4	50.6
A Neighbor or Friend				
YES	54.5	45.5	51.1	48.9
NO	63.6	36.4	48.6	51.4

**TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM WITH CHILD ADJUSTMENT (SPOUSE)**

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK			OFFICER	NOT SERIOUS
	ENLISTED	Serious/ Somewhat	Not Serious		
Assigned Sponsor					
YES	29.0	71.0		39.0	61.0
NO	30.6	69.4		34.2	65.8
Leader of Your Spouse's Unit					
YES	23.9	76.1		36.2	63.8
NO	32.0	68.0		36.0	64.0
Someone Else in Spouse's Unit					
YES	31.8	68.2		34.6	65.4
NO	29.2	70.8		36.7	63.3
Spouse of a Leader of Your Husband/Wife's Unit					
YES	19.6	80.4		32.0	68.0
NO	31.3	68.7		37.2	62.8
Spouse of Someone Else in Your Husband/Wife's Unit					
YES	30.5	69.5		34.3	65.7
NO	30.5	69.5		37.2	62.8
Your Husband/Wife					
YES	28.9	71.2		35.4	64.6
NO	38.4	61.6		42.5	57.5
Someone from Army Community Service (ACS)					
YES	32.9	67.1		44.9	55.1
NO	29.7	70.3		34.6	65.4
A Neighbor or Friend					
YES	23.5	76.5		35.9	64.1
NO	34.5	65.5		36.4	63.6

TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM SOLDIER ADJUSTMENT (SPOUSE)

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK				
	ENLISTED		OFFICER		
	Serious/ Somewhat	Not Serious	Serious/ Somewhat	Not Serious	Serious
Assigned Sponsor					
YES	15.3	84.7	14.4	85.6	
NO	16.6	83.4	14.5	85.5	
Leader of Your Spouse's Unit					
YES	17.4	82.6	7.7	82.3	
NO	16.3	83.7	17.3	82.7	
Someone Else in Spouse's Unit					
YES	15.6	84.4	9.6	80.4	
NO	16.1	83.9	16.6	83.4	
Spouse of a Leader of Your Husband/Wife's Unit					
YES	17.2	82.8	9.6	80.4	
NO	16.4	83.6	15.9	84.1	
Spouse of Someone Else in Your Husband/Wife's Unit					
YES	20.5	79.5	10.3	83.7	
NO	16.0	84.0	16.0	84.0	
Your Husband/Wife					
YES	16.0	84.0	13.7	86.3	
NO	18.0	81.9	21.4	78.6	
Someone from Army Community Service (ACS)					
YES	11.9	88.1	8.5	81.5	
NO	17.4	82.6	15.6	84.4	
A Neighbor or Friend					
YES	13.5	88.5	12.2	87.8	
NO	18.1	81.8	16.8	83.2	

TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM SELF ADJUSTMENT (SPOUSE)

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK			
	ENLISTED		OFFICER	
	Serious/ Somewhat	Not Serious	Serious/ Somewhat	Not Serious
Assigned Sponsor				
YES	18.9	81.1	23.7	76.3
NO	26.5	73.5	25.7	74.3
Leader of Your Spouse's Unit				
YES	19.7	80.3	22.4	77.6
NO	26.6	73.4	25.7	74.3
Someone Else in Spouse's Unit				
YES	23.6	76.4	23.1	76.9
NO	25.2	74.6	25.8	74.2
Spouse of a Leader of Your Husband/Wife's Unit				
YES	19.5	80.5	20.4	79.6
NO	25.7	74.3	26.3	73.7
Spouse of Someone Else in Your Husband/Wife's Unit				
YES	31.0	69.0	21.7	78.3
NO	24.5	75.5	25.7	74.3
Your Husband/Wife				
YES	25.5	74.5	25.2	74.8
NO	22.5	77.5	25.5	74.5
Someone from Army Community Service (ACS)				
YES	26.0	74.0	17.0	83.0
NO	25.3	74.7	26.2	73.8
A Neighbor or Friend				
YES	21.6	73.4	23.9	76.1
NO	27.6	72.4	25.8	74.2

TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM WITH EMPLOYMENT (SPOUSE)

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK		
	ENLISTED	OFFICER	NOT SERIOUS
Serious/ Somewhat	Serious/ Somewhat	Serious/ Somewhat	Not Serious
Assigned Sponsor			
YES	47.3	52.7	49.5
NO	53.0	47.0	49.8
Leader of Your Spouse's Unit			
YES	45.4	54.6	48.1
NO	53.3	46.7	50.0
Someone Else In Spouse's Unit			
YES	53.4	44.6	45.9
NO	52.3	47.7	51.3
Spouse of a Leader of Your Husband/Wife's Unit			
YES	57.8	42.2	47.3
NO	52.3	47.7	50.4
Spouse of Someone Else In Your Husband/Wife's Unit			
YES	57.8	42.2	50.7
NO	51.4	48.6	49.0
Your Husband/Wife			
YES	55.4	44.6	51.0
NO	36.1	63.9	44.4
Someone from Army Community Service (ACS)			
YES	54.5	45.5	59.0
NO	51.5	48.5	48.2
A Neighbor or Friend			
YES	49.6	50.4	47.8
NO	54.2	45.8	51.5

TYPE OF RELOCATION PROBLEM BY TYPE OF ASSISTANCE
PROBLEM PERMANENT HOUSING (SPOUSE)

RECEIVED ASSISTANCE	SERIOUSNESS OF PROBLEM BY RANK			
	ENLISTED		OFFICER	
	Serious/ Somewhat	Not Serious	Serious/ Somewhat	Not Serious
Assigned Sponsor				
YES	35.0	65.0	43.0	57.0
NO	45.8	54.2	36.1	63.9
Leader of Your Spouse's Unit				
YES	43.6	56.4	37.6	62.4
NO	44.3	55.7	39.2	60.8
Someone Else In Spouse's Unit				
YES	48.3	51.7	41.8	58.2
NO	42.4	57.6	37.8	62.2
Spouse of a Leader of Your Husband/Wife's Unit				
YES	56.1	43.9	34.7	65.3
NO	43.5	56.5	40.2	59.8
Spouse of Someone Else In Your Husband/Wife's Unit				
YES	55.5	44.5	38.3	61.7
NO	42.5	57.5	39.8	60.2
Your Husband/Wife				
YES	44.3	55.7	39.5	60.5
NO	44.8	55.2	36.5	63.5
Someone from Army Community Service (ACS)				
YES	53.6	46.4	40.2	59.8
NO	42.3	57.7	38.8	61.2
A Neighbor or Friend				
YES	43.5	56.5	34.3	55.7
NO	44.5	55.5	43.7	56.3

RELOCATION SERVICE USE

	Budget Counseling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Lending Closet	Reincarnation Counseling	Housing Location Referrals
MARITAL STATUS										
Single										
Used	10.1	2.2	0.0	0.9	20.0	14.6	17.8	7.0	4.7	23.1
Not Used	89.9	97.8	99.1	99.1	80.0	85.4	82.2	93.0	95.3	76.9
Single Parent										
Used	24.7	1.5	0.0	0.6	29.9	22.1	29.4	20.4	10.3	57.2
Not Used	75.3	98.5	100.0	99.4	70.1	77.9	70.6	79.6	89.7	42.8
Married, No Children										
Used	10.3	32.5	8.4	6.8	30.5	24.6	32.0	24.4	8.7	61.2
Not Used	89.7	67.5	91.6	93.2	69.5	75.2	68.0	75.6	91.3	38.6
Married, Children										
Used	12.5	27.3	9.7	9.2	30.0	30.0	34.0	35.8	10.4	59.5
Not Used	87.5	72.7	90.3	90.8	70.0	70.0	66.0	64.2	29.6	40.5
MARITAL STATUS (SPOUSES)										
Married, No Children										
Used	6.5	29.3	8.1	9.1	26.2	32.0	26.4	27.5	6.5	55.8
Not Used	93.5	70.7	91.9	90.9	73.8	68.0	73.6	72.5	93.5	44.2
Married, Children										
Used	6.7	24.6	7.2	6.3	24.0	27.2	24.7	36.2	7.2	52.5
Not Used	93.5	75.4	92.8	93.7	76.0	72.8	75.3	63.8	92.6	47.5
ENLISTED/OFFICER										
Enlisted	13.4	19.2	6.5	6.1	25.4	20.6	23.0	22.6	8.2	44.3
Used	86.6	80.8	93.5	93.9	74.6	79.4	77.0	77.4	91.6	55.7

RELOCATION SERVICE USE (Continued)

	Budget Counseling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Lending Closet	Relocation Counseling	Housing Location Referrals
ENLISTED/OFFICER (Continued)										
Officer										
Used	2.2	17.4	5.2	3.8	31.7	38.4	51.8	28.3	7.9	60.4
Not Used	92.2	82.6	94.8	96.2	68.3	61.6	48.2	71.7	92.1	39.6
Enlisted Spouse										
Used	7.8	26.3	8.2	7.9	22.7	26.3	20.6	34.8	7.6	53.8
Not Used	92.2	73.7	91.8	92.1	77.3	73.7	79.4	65.2	92.4	46.2
Officer Spouse										
Used	1.9	20.5	5.4	4.0	31.1	35.8	41.5	32.2	5.9	47.9
Not Used	98.1	79.5	94.6	96.0	68.9	64.2	58.5	67.8	94.1	52.1
TYPE OF MOVE REGION										
CONUS										
Used	11.2	17.5	6.1	5.3	20.3	22.7	24.7	20.0	7.6	44.4
Not Used	88.8	82.5	93.9	94.7	79.7	77.3	75.3	80.0	92.4	55.6
Europe										
Used	12.9	23.7	7.3	7.2	40.8	25.2	34.1	30.8	9.1	54.8
Not Used	87.1	76.3	92.7	92.8	59.2	74.8	65.9	69.2	90.8	45.2
Other/OCONUS										
Used	8.9	11.3	3.2	2.8	21.4	24.9	29.9	24.9	8.8	38.3
Not Used	\$1.1	88.7	96.8	97.2	78.6	75.1	70.1	75.1	91.2	61.7
TYPE OF MOVE REGION SPOUSE										
CONUS										
Used	5.7	22.9	6.8	5.8	20.2	27.0	21.1	28.7	6.8	50.3
Not Used	94.3	77.1	93.2	94.2	79.8	73.0	78.9	70.3	93.2	49.7

RELOCATION SERVICE USE (Continued)

								Housing Location Referrals			
		Budget Counseling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Lending Closet	Relocation Counseling	
TYPE OF MOVE REGION											
SPOUSE (Continued)											
Europe	Used	7.5	31.8	9.2	10.2	32.1	25.9	32.4	43.0	8.8	58.7
	Not Used	92.5	68.2	90.8	89.8	67.9	70.1	67.6	57.0	91.2	41.3
Other/OCONUS	Used	11.4	17.1	8.8	6.4	32.1	34.0	29.4	39.7	4.8	47.8
	Not Used	88.6	82.9	91.2	93.6	67.9	66.0	70.6	60.3	93.2	52.2
STATUS											
Junior Enlisted	Used	14.2	10.6	3.3	3.5	20.0	12.1	13.5	13.0	5.3	28.2
	Didn't Use	85.8	89.4	96.7	96.5	80.0	87.9	85.5	87.0	94.7	71.8
Senior Enlisted	Used	12.9	25.7	8.8	8.1	29.6	26.9	30.0	29.8	10.4	56.4
	Didn't Use	87.1	74.3	91.2	91.9	70.4	73.1	70.0	70.2	89.6	43.6
Warrant Officer	Used	1.3	25.0	5.5	4.8	30.8	32.6	53.6	34.4	8.6	61.7
	Didn't Use	98.7	75.0	94.5	95.2	69.2	67.4	46.4	65.6	91.4	38.3
Junior Officer	Used	3.4	16.0	5.4	4.2	28.7	34.6	46.0	22.3	5.4	60.7
	Didn't Use	96.6	84.0	94.6	95.8	71.3	65.4	54.0	77.7	94.6	39.3
Senior Officer	Used	0.9	15.7	4.9	2.6	36.3	46.3	59.1	33.9	11.1	59.4
	Didn't Use	99.1	84.3	95.1	97.4	63.7	53.5	40.9	66.1	88.9	40.6

USEFULNESS OF RELOCATION SERVICES

		Housing Location Referrals								
		Budget Counselling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Lending Closet	Relocation Counseling
MARITAL STATUS										
Single										
Very Useful	47.5	55.3	46.1	49.4	51.3	53.4	55.4	43.2	43.6	58.0
Somewhat Useful	42.0	31.8	39.5	36.6	40.6	39.3	35.4	40.0	45.3	33.7
Not Useful	10.5	12.9	14.4	14.0	8.1	7.3	9.2	10.8	11.1	8.3
Single Parent										
Very Useful	51.2	57.5	51.0	50.9	52.2	57.9	54.8	61.1	41.3	62.6
Somewhat Useful	40.2	29.3	34.6	35.8	38.7	35.4	33.7	31.9	49.7	29.4
Not Useful	8.6	13.2	14.4	13.3	9.1	6.7	11.4	7.0	9.0	8.0
Married, No Children										
Very Useful	46.5	60.9	49.0	52.4	50.8	57.2	59.0	55.2	43.5	62.9
Somewhat Useful	42.0	27.9	39.2	34.8	41.2	33.9	30.9	36.8	44.0	30.0
Not Useful	11.5	11.2	12.6	12.6	8.0	8.9	9.3	8.0	11.6	7.1
Married with Children										
Very Useful	46.7	57.1	47.1	52.6	52.7	56.5	58.9	59.9	45.3	61.4
Somewhat Useful	41.7	31.7	38.6	34.6	38.0	34.9	31.5	33.3	42.1	30.5
Not Useful	11.6	11.2	14.1	12.8	9.3	8.6	9.6	6.8	12.6	8.1
MARITAL STATUS SPOUSE										
Single										
Very Useful	59.7	69.9	62.1	68.7	65.2	63.1	64.6	65.1	53.8	80.1
Somewhat Useful	25.3	22.2	29.8	22.8	22.3	29.9	23.3	22.8	34.0	14.1
Not Useful	15.0	7.9	8.1	8.5	12.5	9.0	12.1	12.1	12.2	5.8
Single Parent										
Very Useful	80.8	87.9	87.9	87.9	100.0	100.0	100.0	71.6	71.6	100.0
Somewhat Useful	0.0	12.1	12.1	12.1	0.0	0.0	0.0	28.4	28.4	0.0
Not Useful	19.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

USEFULNESS OF RELOCATION SERVICES (Continued)

		Spouse Employment Skills Training						Community Orientation						Pre Move Information						Sponsorship Assistance						Landing Closet						Relocation Counseling						Housing Location Referrals					
		Budget Counseling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Landing Closet	Relocation Counseling	Housing Location Referrals																																
MARITAL STATUS SPOUSE (Continued)																																											
Married, No Children		58.4	67.5	54.5	65.3	63.9	72.6	64.8	66.0	50.6	72.9																																
Very Useful		36.1	29.6	38.5	28.9	31.6	24.2	29.1	28.9	42.6	23.7																																
Somewhat Useful		5.5	2.9	7.0	5.8	4.5	3.2	6.1	5.1	6.8	3.4																																
Not Useful																																											
Married with Children																																											
Very Useful		53.2	65.6	53.0	65.0	64.9	69.4	63.0	66.5	50.8	72.7																																
Somewhat Useful		38.8	28.0	38.6	27.8	30.2	26.7	30.3	29.2	40.7	23.0																																
Not Useful		0.0	6.4	8.4	7.2	4.9	3.9	6.7	4.3	8.5	4.3																																
ENLISTED OR OFFICER																																											
Enlisted																																											
Very Useful		48.6	56.9	47.8	53.0	51.9	54.9	56.4	56.8	45.8	59.8																																
Somewhat Useful		41.3	31.0	38.6	34.4	39.0	36.3	33.3	34.8	42.8	32.0																																
Not Useful		10.1	12.1	13.6	12.6	9.1	8.8	10.3	8.4	11.4	8.4																																
Officer																																											
Very Useful		40.4	58.8	43.6	44.7	52.5	59.3	64.1	59.8	37.9	65.0																																
Somewhat Useful		43.5	31.1	41.0	39.1	41.0	35.5	30.6	41.2	48.2	28.7																																
Not Useful		16.1	10.3	15.4	16.2	6.5	5.2	5.3	7.8	13.9	6.3																																
Enlisted Spouse																																											
Very Useful		54.1	85.3	53.0	66.2	63.6	68.9	61.9	66.0	51.0	72.1																																
Somewhat Useful		38.1	28.6	38.7	27.4	30.5	26.7	30.2	29.1	40.4	23.2																																
Not Useful		7.8	6.1	8.3	6.3	5.7	4.4	7.9	4.9	8.6	4.7																																
Officer Spouse																																											
Very Useful		57.9	70.0	57.7	62.4	69.0	72.6	70.3	68.3	51.1	77.2																																
Somewhat Useful		34.4	25.4	35.2	28.6	28.1	24.3	27.1	27.5	41.2	20.9																																
Not Useful		7.7	4.6	7.1	9.0	2.9	2.1	2.6	4.2	7.7	1.9																																

USEFULNESS OF RELOCATION SERVICES (Continued)

		Housing Location Referrals								
		Budget Counseling	Spouse Employment Referrals	Spouse Career Planning	Spouse Employment Skills Training	Community Orientation	Pre Move Information	Sponsorship Assistance	Lending Closet	Relocation Counseling
REGION	TYPE OF MOVE									
CONUS	Very Useful	47.3	58.6	46.6	51.4	48.6	54.2	52.1	53.1	59.0
	Somewhat Useful	41.4	31.2	39.1	35.2	41.7	37.2	35.6	38.0	33.6
	Not Useful	11.3	12.3	14.3	13.4	9.5	8.6	10.0	8.9	7.4
Europe	Very Useful	47.5	59.3	48.1	52.2	58.4	58.6	64.9	61.1	64.5
	Somewhat Useful	42.9	30.6	39.6	35.9	34.6	34.5	26.6	32.0	28.5
	Not Useful	9.6	10.1	12.3	11.9	7.0	6.9	8.5	6.9	9.0
Other/OCONUS	Very Useful	45.3	55.0	46.9	49.5	53.2	57.2	60.1	57.3	56.6
	Somewhat Useful	39.2	31.0	35.8	32.5	36.2	34.3	32.0	33.7	33.4
	Not Useful	15.6	14.0	17.3	18.0	8.6	8.5	7.9	9.0	10.0
TYPE OF MOVE SPOUSE	CONUS									
	Very Useful	52.9	64.6	52.1	62.7	59.8	67.6	59.6	63.1	47.0
	Somewhat Useful	38.9	28.7	38.9	29.1	34.4	28.1	31.1	31.6	43.9
	Not Useful	6.2	6.7	9.0	8.2	5.8	4.1	7.3	5.3	9.1
Europe	Very Useful	61.0	71.9	59.9	72.7	76.2	73.5	72.5	73.7	59.1
	Somewhat Useful	33.2	25.6	34.6	24.1	29.6	23.5	22.0	22.3	34.4
	Not Useful	5.8	2.5	5.5	3.2	3.2	3.0	5.5	4.0	6.0
Other/OCONUS	Very Useful	47.1	58.1	46.5	59.6	64.7	74.6	65.5	67.4	54.6
	Somewhat Useful	40.2	31.4	43.6	29.8	29.5	18.7	27.5	29.0	32.7
	Not Useful	12.7	10.5	9.9	10.6	5.8	6.7	7.0	3.6	12.7